onsemi

2024 SUSTAINABILITY REPORT

Advancing Innovation for a Better, More Sustainable Future

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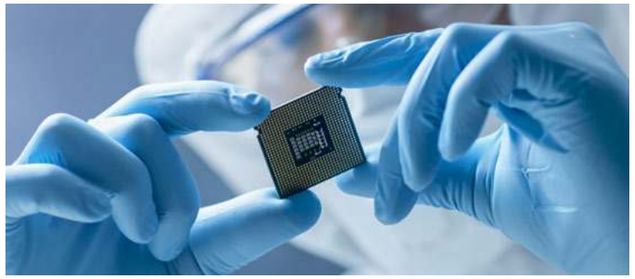

About this Report

Report Overview

Our 2024 Sustainability Report is the 12th iteration of our voluntary non-financial public disclosure of topics concerning Environmental, Social and Governance (ESG) initiatives at **onsemi**. This report was created to transparently communicate our sustainability efforts with our investors, customers, stakeholders and employees, serving as an important tool for disclosing sustainability strategies, measurements, progress and achievements.

All financial figures throughout the report are stated in United States Dollars (USD) unless specified otherwise.

Report Scope

Data presented in this report covers our 2024 fiscal year (FY), January 1 – December 31, 2024, and contains information about **onsemi** worldwide subsidiaries and joint ventures for which we have management control. This report includes year-over-year data disclosure to demonstrate quantitative performance and allow for trend identification.

Reporting Principles

Our 2024 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI), Task Force on Climate-Related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) standards. We are working concurrently to prepare for new requirements, including the Corporate Sustainability Reporting Directive (CSRD), and the incorporation of the TCFD recommendations into the International Sustainability Standards Board's (ISSB) reporting standards globally. We expect our disclosures to evolve in future years in response to these standards.

Date of Issuance

onsemi publishes this report annually. An electronic version is available on **onsemi's website**.

Current issue: FY2024, published in June 2025
Date of previous publication: June 2024
Estimated date of publication for the next issue: June 2026

Feedback

We welcome feedback on our activities and performance outlined in this report. Feel free to contact us at:

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Reporting Assurance

Emissions information contained in this report has been externally verified by a third-party assurance agency, APEX Companies, in accordance with ISO 14064-3 and against criteria found in the Greenhouse Gas Protocol, Corporate Value Chain Accounting and Reporting Standard and IPCC 2019 Guidelines on National Greenhouse Gas Inventories — leading methodologies used by sustainability professionals for sustainability-related assurance. Our full assurance statement can be found in the appendix of this report.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are identified by words including "anticipates," "aims," "aspires," "believes," "commits," "estimates," "expects," "intends," "may," "projects," "plans," "could," "should," "will," "continue," and other similar expressions. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance, and are subject to certain risks, uncertainties, and other factors, many of which are beyond our control and are difficult to predict. We describe some of the risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, any of these forward-looking statements in our SEC filings, including our most recent Annual Report on Form 10-K and our subsequent reports on Forms 10-Q and 8-K. We do not intend to update or revise this report, including any forward-looking statements contained herein, except as required by law. This report uses terms such as "material" or "materiality" to reflect relevant or significant issues important to **onsemi** and our stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting. This report is intended to provide information from a different perspective and, in certain cases, in more detail than that required to be included or otherwise appropriate in financial reporting, including our filings with the SEC. Many of the numbers and percentages used in this report are estimates and may be based on assumptions and third-party data. Our ability to verify such assumptions and data is limited. Actual results and outcomes may differ from those expressed in or implied in this report due to, among other factors, the accuracy of such assumptions and data, as well as the compliance of third parties with our policies and procedures in providing such data. In addition, regulations, industry practices, methodologies, standards, and underlying science remain subject to development with respect to key topics covered in this report, such as greenhouse gas emissions. As a result, certain information disclosed in this report could be different from the information we have disclosed or may disclose in the future. The information provided in this report reflects the **onsemi** approach to ESG as of the date of this report and is subject to change without notice.

Message from Our CEO

onsemi is made up of the most innovative and talented individuals worldwide and I am immensely proud of their unwavering commitment to our core values: purpose, innovation and excellence. It's these core values that define who we are, guide our sustainability goals and contribute to creating a better tomorrow for all.

Commitment to Sustainable Power

As we strive towards a better tomorrow, we recognize that artificial intelligence and electrification are global megatrends converging and driving unprecedented demands for energy, making power needs possibly one of the greatest global challenges we face today. This leads to power as the new frontier where the pace of innovation for power semiconductors is vital for meeting the demand and accelerating the shift to electrification.

The advanced technologies in our power semiconductors enable more sustainable energy conversion by improving power density and reducing energy losses. We ensure this efficiency by leveraging our expertise for use in electric vehicles, renewable energy systems, smart grid infrastructure and AI data centers, while facilitating effective energy storage, conversion and distribution.

Our products sold into the automotive end-markets enable vehicle electrification, power management, in-vehicle networking, lighting, sensors and engine control. Within the industrial market, our products are used to enable energy and EV charging infrastructure, industrial automation, smart cities and buildings, power solutions, motor control and robotics. Additionally, **onsemi** manufactures products used in end-applications related to efficient power conversion in 5G base stations, AI accelerators and data center power supplies.

These semiconductors are essential for advancing electrification and highlight the potential for groundbreaking progress. However, this is just the beginning.

Strengthening our Partnerships

We believe that making a difference is bigger than just us, so we work hard to ensure the same is possible for our customers and partners. It is through our robust partnerships that we deliver innovative solutions to address some of the greatest challenges of our time.

In 2024, we introduced our latest generation silicon carbide technology platform, EliteSiC M3e MOSFETs, which decreases turn-off losses by up to 50 percent for electrification applications and ramped production with multiple original equipment manufacturers worldwide. We also announced our new analog and mixed signal platform, Treo, specifically designed to deliver much-needed efficiency, integration and performance for power demands in automotive, industrial and AI data centers, and have already been awarded many design wins with some ramping in the second half of 2025.

onsemi has a broad and diverse manufacturing footprint to ensure supply assurance and resilience for our global customers and partners. We are taking steps to build a robust manufacturing supply chain in each region, aimed at mitigating risks for our customers by securing a more reliable end-to-end supply chain.

Whether we are enhancing power density for AI data centers, advancing automotive technologies or leading the way in decarbonization efforts, sustainability is at the heart of our products and our role as a premier partner is clear.

Our partnerships go beyond our customers. In 2024, the ON Semiconductor Foundation awarded $2 million to support 52 innovative projects around the world, funding more projects and at a higher investment than ever before. These contributions reflect our commitment to ensure that students from underserved communities have access to high-quality Science, Technology, Engineering, Arts and Mathematics (STEAM) education.

In addition, our global workforce volunteered more than 10,000 hours through our Giving Now program and gave more than $1 million of employee monetary donations and company match — all contributing towards making a positive impact on the communities we live and work in by partnering with our employee resource groups and causes with goals aligned to ours.

Sustainability Recognition

How we make our products is just as important as the products we make. We have a commitment to achieve net zero emissions by 2040 and are now proud to add a milestone decarbonization target. In December 2024, the Science Based Targets initiative (SBTi) validated our near-term emissions reduction targets, ensuring that our targets are credible and backed by science. With the target, **onsemi** joins a select and distinguished group of companies that differentiates itself through its steadfast and committed climate action. We recognize our ability to decouple business growth from our emissions.

Beyond that, our efforts were recognized across the industry. For the seventh consecutive year, **onsemi** was listed in Barron's 100 Most Sustainable Companies; **onsemi** was named the Most Sustainable Company in the Semiconductor Industry by World Finance for the fifth consecutive year; and certainly not least, **onsemi** was ranked as one of the top 100 Corporate Citizens by 3BL.

2024 was a pivotal year. We are proud of our sustainability contributions from product innovation to supporting customer goals and look forward to a better tomorrow through the actions we take today.

Sincerely,
Hassane El-Khoury,
President and CEO, **onsemi**

Highlights

Awards and Recognition

3BL 100 Best Corporate Citizens

3 CONSECUTIVE YEARS

In October 2024, **onsemi** was included on the 100 Best Corporate Citizens list. This ranking is based on more than 180 ESG factors in a variety of pillars, including climate change, employee relations, environment, governance, human rights, stakeholders and society and ESG performance.

Barron's 100 Most Sustainable Companies

7 CONSECUTIVE YEARS

In February 2024, **onsemi** ranked #77 on Barron's 100 Most Sustainable Companies. Barron's looks at the 1,000 largest companies by market value and assesses performance across more than 230 ESG indicators.

CDP Climate Change

"C" SCORE

onsemi received a "C" score on the 2024 CDP Climate Change questionnaire. Companies are assessed across climate-related criteria, including risk assessment and management, governance structure and reduction pathways.

CDP Water Security

"C" SCORE

onsemi received a "C" score on the 2024 CDP Water Security questionnaire. This questionnaire helps drive improvements in water management through various factors, including water usage, measurements and risk assessment.

Dow Jones Sustainability Index (DJSI) North America

7 CONSECUTIVE YEARS

In December 2024, **onsemi** was one of seven semiconductor companies included in the DJSI North America component. Inclusion in this index is based on our excellent sustainability performance within the semiconductor industry on the S&P Global Corporate Sustainability Assessment (CSA), with criteria including corporate governance, customer relations, environmental policy, working conditions and social initiatives.

EcoVadis

GOLD LEVEL RECOGNITION

In November 2024, **onsemi** received a score of 75/100 from EcoVadis, a leading platform for assessing a company's environmental, social and ethics management systems. Overall, our company scored in the 96th percentile of the 1,779 companies assessed by EcoVadis within the "manufacture of electronics components and boards" industry.

Institutional Shareholders Services (ISS) ESG Prime Corporate Rating

5 CONSECUTIVE YEARS

In November 2024, **onsemi** maintained a "Prime" rating by ISS ESG, one of the world's leading rating agencies for sustainable investments. This status is granted to industry leaders who perform well against universal and industry-specific ESG topics.

Morgan Stanley Capital International (MSCI) ESG "A" Rating

6 CONSECUTIVE YEARS

In February 2024, **onsemi** maintained its ESG "A" rating from MSCI, marking six consecutive years. Our robust business ethics practices and strong efforts to manage water withdrawal and mineral sourcing contribute to our overall resilience to long-terms ESG risks.

Sustainalytics ESG Risk Rating

SCORE OF 20.8

In September 2024, **onsemi** received an overall ESG risk rating score of 20.8/100 points (the lower the score, the better) from Sustainalytics. The rating demonstrates our ability to manage risks across 20 different ESG issues.

World Finance Sustainability Award

5 CONSECUTIVE YEARS

In June 2024, **onsemi** was named the Most Sustainable Company in the Semiconductor Industry. World Finance recognizes companies for being an agent of change for climate sustainability. **onsemi's** continued recognition demonstrates our ongoing dedication to creating a greener future.

Other 2024 Recognitions and Accomplishments

SBTi Approval

Science Based Targets initiative (SBTi) approved our near-term science-based emissions reduction targets in December 2024.

80%

Of our total revenue in 2024 was from triple-bottom-line revenue.

19,000 MWh

Of electricity reduced from energy conservation and efficiency initiatives (equating to approximately $2.2 million in annualized cost savings).

15%

Reduction in 2024 Scope 1 and 2 emissions, compared to 2022 baseline.

48%

Water recycling rate (7,524 megaliters of water) achieved in 2024 — a 6% rate increase compared to 2023.

$3.4 million

in charitable donations given by **onsemi** to the global community.

2,000+

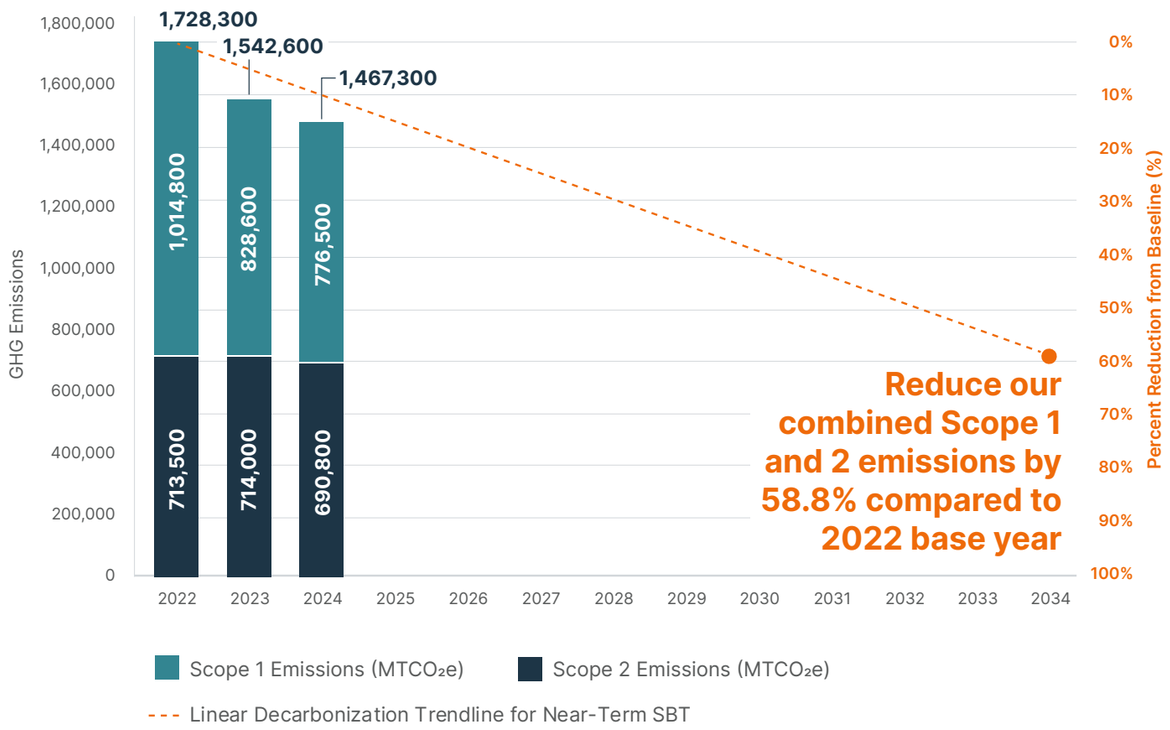
Employees volunteered 10,500 hours — a 62% increase in hours compared to 2023.

65%

Waste diversion rate achieved in 2024.

Scope 1 and 2 Near-Term Science-Based Target (SBT) Progress

(Metric Tons of Carbon Dioxide Equivalent, $MTCO_2e$) | Detailed Description of Chart on pg. 96



Our Business

- About **onsemi**
- Our Values
- Tomorrow, today
- Prioritization Assessment and Stakeholder Engagement
- Decarbonization and Renewable Energy Goals
- Product Stewardship

About onsemi

Company Profile

onsemi specializes in providing intelligent power and intelligent sensing solutions with a primary focus on automotive and industrial markets to help our customers solve challenging problems and create cutting-edge products for a better future. We use our extensive range of power technologies to help address the growing power demands of artificial intelligence (AI) data centers.

Our intelligent power technologies enable the electrification of the automotive industry that allows for lighter and longer-range electric vehicles, empowers efficient fast-charging systems, and propels sustainable energy for the highest efficiency solar strings and industrial power. Our intelligent power solutions for the automotive industry allow our customers to exceed range targets with lower weight and reduce system cost through efficiency. Our intelligent sensing technologies support the next-generation industry, allowing for smarter factories and buildings while also enhancing the automotive mobility experience with imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.

To support these applications, we offer a robust portfolio of semiconductor products and technologies that include silicon carbide, image sensors, power modules, wireless connectivity and more. These applications help our customers create cutting-edge products that solve challenging problems, enhance safety standards and support the transition to electrification for a more sustainable future.

Key Facts

Founded In
1999

Headquartered In
Scottsdale, Arizona on Salt River Pima-Maricopa Indian Community land

ON

Publicly Traded
NASDAQ: ON

Hassane El-Khoury
President & Chief Executive Officer (CEO)

$7.08 billion
Revenue in 2024

$5,662 million
In triple-bottom-line revenue[1]

18
Manufacturing sites worldwide, producing tens of billions of units of product

26,473
Employees[2]

[1] Please see page 23 for more information on triple-bottom-line revenue.

[2] As of December 31, 2024

Worldwide Locations[1]

A full list of our **global locations** can be viewed on our website.

Design Locations

Belgium, Canada, China, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, Philippines, Singapore, Slovakia, South Korea, Sweden, Switzerland, Taiwan, United Kingdom and United States (AZ, CA, ID, NC, NY, OR, PA, RI, TX)

Manufacturing Locations

Canada
- Burlington

China
- Leshan
- Shenzhen
- Suzhou

Czech Republic
- Rožnov

Japan
- Aizuwakamatsu (Aizu)

Malaysia
- Seremban ATO
- Seremban Fab

Philippines
- Carmona
- Cebu
- Tarlac

South Korea
- Bucheon

United States
- East Fishkill, NY
- Gresham, OR
- Hudson, NJ
- Mountain Top, PA
- Nampa, ID

Vietnam
- Biên Hòa

[1] As of December 31, 2024

Business Groups

onsemi generates revenue from the sale of semiconductor products to distributors and direct customers. We also generate revenue, to a much lesser extent, from product development agreements and manufacturing services provided to customers. We believe that our ability to offer a broad range of products, combined with our global manufacturing and logistics network, provides our customers with single-source purchasing.

We are organized into three operating and reportable business groups: Power Solutions Group (PSG), Analog and Mixed-Signal Group (AMG) and Intelligent Sensing Group (ISG).

Power Solutions Group (PSG)

PSG offers a wide array of analog, discrete, module and integrated semiconductor products that perform multiple application functions, including power switching, signal conditioning and circuit protection.

Analog and Mixed-Signal Group (AMG)

AMG designs and develops analog, mixed-signal, Power Management integrated circuits (ICs) and Sensor Interface devices for a broad base of end-users in the automotive, industrial, computing and mobile end-markets.

Intelligent Sensing Group (ISG)

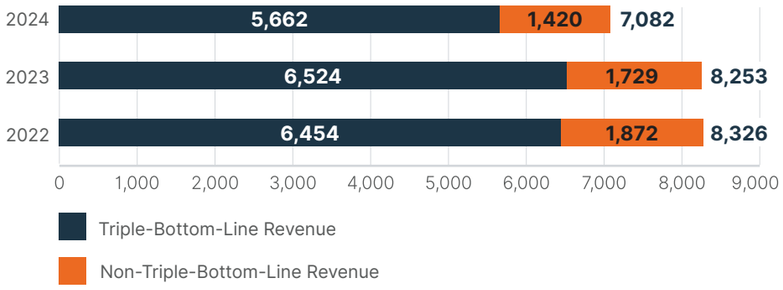
ISG designs and develops complementary metal-oxide-semiconductor (CMOS) image sensors, image signal processors, single photon detectors, including silicon photomultipliers (SiPM) and single-photon avalanche diode (SPAD) arrays, as well as actuator drivers for autofocus and image stabilization for a broad base of end-users in the different end-markets.

2024 Financial Performance

In 2024, we experienced a decrease in our revenue. This was primarily due to decreased demand in the automotive and industrial end-markets resulting in lower sales volumes and the corresponding underutilization of our manufacturing facilities. We are actively managing and have taken corrective actions in our manufacturing capacity and spending to align with forecasted demand.

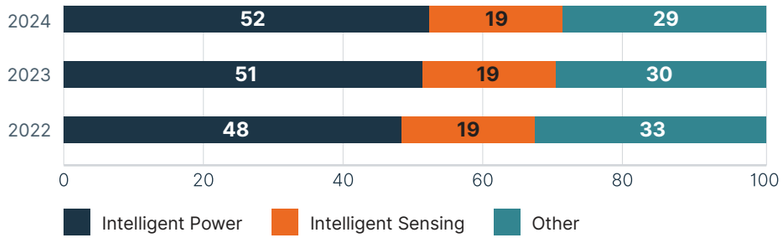
Revenue

(Dollars in Millions) | Detailed Description of Chart on pg. 96



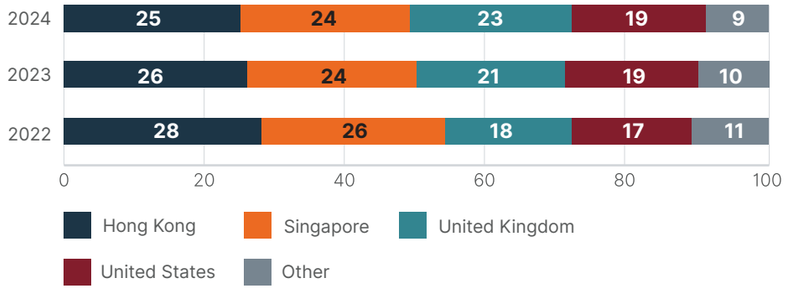
Revenue by Technology

(Percentage) | Detailed Description of Chart on pg. 96



Revenue by Region[1]

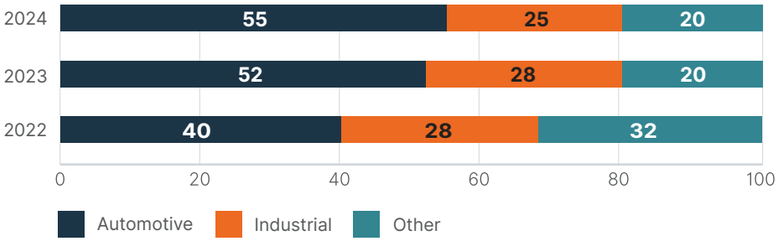
(Percentage) | Detailed Description of Chart on pg. 96



[1] Represents sales billed from the respective country or region.

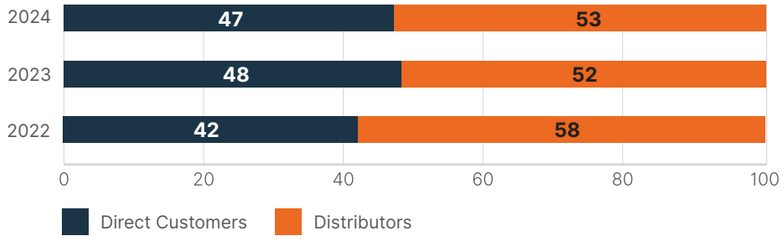
Revenue by Market

(Percentage) | Detailed Description of Chart on pg. 96



Revenue by Sales Channel

(Percentage) | Detailed Description of Chart on pg. 96



Our Values

Mission

We push innovation to create intelligent power and sensing technologies that solve the most challenging customer problems. Our employees are inspired to go above and beyond to increase stakeholder value through high-quality and high-value products and services.

Vision

To drive technology breakthroughs that deliver on the promise of a sustainable future.

Culture and Core Values

Our culture and core values define who we are as employees and as representatives of **onsemi**. We are a performance-based company, committed to profitable growth, world-class operating results, quality and delivering superior customer and shareholder value. We hold these three values as core to our business.

- **Purpose**
  We are intrinsically motivated by our mission to give our best each day.
- **Innovation**
  We relentlessly pursue boundary-pushing and industry-transforming solutions.
- **Excellence**
  We are accountable for our success by lifting each other up and executing with an unwavering determination knowing that our work makes a difference.

Additionally, our global employees, leaders and stakeholders defined six DNA traits that make up our company character: Integrity, Respect, Disruptor, Collaborator, Accountable and Relentless.

Each year, our Board of Directors and employees receive training about our culture and core values through the **Code of Business Conduct**, which is available in the languages that represent our worldwide workforce. These values apply equally to us all — employees, global leadership teams, executive leadership and Board of Directors alike.

Tomorrow, today

At **onsemi**, we are creating the future we want to live in. The work and giving we do today are essential for a better future tomorrow. How we work, impact the environment and give back makes a difference in our local communities around the world. We are inspired by a collective passion to drive change to make the world a better place.

Our efforts toward creating a better tomorrow through today's impact are organized into the following four pillars:

01. Protecting Our Planet and Environment

02. Ensuring Workplace Social Responsibility

03. Impacting Our Community Through Giving

04. Committing to a Responsible Business

Prioritization Assessment and Stakeholder Engagement

Prioritization Assessment

A prioritization assessment was performed with a third-party and initially reported as part of the 2022 Sustainability Report. The assessment considered the importance of ESG issues from the perspective of impact on stakeholders and **onsemi**. The results of the assessment provide a foundation for best practice ESG strategy and reporting. The outcomes direct our focus to our most important sustainability-related financial risks, strategic opportunities and stakeholder impacts. They also help us deliver a reporting suite that meets the information needs of investors, as well as others interested in how we support wider sustainable development objectives.

We maintain our commitment to sustainability and the previously identified prioritization assessment results. The topics identified as priorities in the current year may evolve and may not reflect those reported in future years, including potential identification of new priority items or de-prioritization of topics.

The tables on the following pages outline **onsemi's** identified priority issues and where reporting on these issues can be found:

Decarbonizing **onsemi's** operations and supply chain

REPORTING AND DISCLOSURES

Definition

Decarbonizing **onsemi's** operations (through energy efficiency, switching to renewable energy and strategic swaps of high global warming potential process gases, among other strategies) and engaging **onsemi** suppliers to understand their carbon emissions and collaborate to decarbonize supplier operations.

Net Zero Goal, **see pg. 17**

SASB

TC-SC-110a.1	Greenhouse Gas Emissions
TC-SC-110a.2	Greenhouse Gas Emissions
TC-SC-130a.1	Energy Management in Manufacturing
TC-SC-410a.1	Product Lifecycle Management

GRI

302-1	Energy consumption within the organization
302-2	Energy consumption outside of the organization
302-3	Energy intensity
302-4	Reduction of energy consumption
302-5	Reductions in energy requirements of products and services
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken

TCFD (transition risk)

UN SDGs

13 Climate Action

Expanding **onsemi's** triple-bottom-line revenue

REPORTING AND DISCLOSURES

Definition

Continuing to develop internal innovation capabilities to advance **onsemi's** triple-bottom-line revenue in pursuit of decarbonization and human safety and wellbeing.

Product Stewardship, **see pg. 23**

SASB

TC-SC-410a.2	Product Lifecycle Management

GRI

201-1	Direct economic value generated and distributed
201-2	Financial implications and other risks and opportunities due to climate change
203-1	Infrastructure investments and services supported
203-2	Significant indirect economic impacts
416-1	Assessment of health and safety impacts of product and service categories
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services

Decreasing total water demand and increasing water recycling in **onsemi** manufacturing

REPORTING AND DISCLOSURES

Definition

Increasing the rate of water recycling (including water reuse) in the manufacturing process while minimizing consumption.

Water and Waste Management, **see pg. 32**

SASB

TC-SC-140a.1	Water Management

GRI

303-3	Water withdrawal
303-4	Water discharge
303-5	Water consumption

Enhancing **onsemi's** talent attraction and retention

REPORTING AND DISCLOSURES

Definition

Attracting and retaining talent through employee engagement, performance management and professional development — supporting **onsemi's** competitiveness and resilience given labor/skills shortages that persist in the semiconductor industry.

Ensuring Workplace Social Responsibility, **see pg. 40**

SASB

TC-SC-320a.1	Workforce Health and Safety
TC-SC-320a.2	Workforce Health and Safety
TC-SC-330a.1	Recruiting and Managing a Global and Skilled Workforce

Integrating sustainability-related risks, opportunities and impacts into **onsemi** corporate governance

REPORTING AND DISCLOSURES

Definition

Ensuring that Board of Directors mandates, management mandates, roles, responsibilities, policies, procedures, incentive structures and other corporate governance factors support the integration of sustainability-related risks, opportunities and impacts into **onsemi's** corporate strategy and risk management.

Climate Scenario Analysis and Risk Disclosure, **see pg. 58**

TCFD (for climate-related issues)

GRI

Management approach disclosures

Building operational resilience through policies, procedures and infrastructure enhancements

REPORTING AND DISCLOSURES

Definition

Designing resilience into operations to ensure the company's infrastructure can withstand business impacts in instances of extreme weather. For a global manufacturing company like **onsemi**, failure to act may mean increased costs of repair and recovery, lost production time and physical danger to staff.

Climate Scenario Analysis and Risk Disclosure, **see pg. 58**

TCFD (physical risk)

Ensuring our global workforce has a sense of inclusion, belonging and engagement at **onsemi**

REPORTING AND DISCLOSURES

Definition

Building a culture of inclusion, belonging and engagement through programming and policies that enable **onsemi's** global workforce to feel valued and respected for their unique contributions.

Inclusion, Belonging and Engagement, **see pg. 44**

GRI

202-1	Ratios of standard entry-level wage by gender compared to local minimum wage
202-2	Proportion of senior management hired from the local community
405-1	Diversity of governance bodies and employees
406-1	Incidents of discrimination and corrective actions taken

Upholding human rights in **onsemi's** supply chain

REPORTING AND DISCLOSURES

Definition

Ensuring **onsemi's** supplier selection, due diligence and engagement mechanisms consider human rights risk and remediate any human rights risks/violations that occur.

Fair Treatment, **see pg. 61**; Supply Chain, **see pg. 63**

GRI

408-1	Operations and suppliers at significant risk for incidents of child labor
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken

Increasing hazardous and non-hazardous waste recycling

REPORTING AND DISCLOSURES

Definition

Continuing to innovate and improve performance regarding waste recycling, decrease waste directed to disposal and decrease effluent discharge.

Water and Waste Management, **see pg. 32**

SASB

TC-SC-150a.1	Waste Management

GRI

306-1	Waste generation and significant waste-related impacts
306-2	Management of significant waste-related impacts
306-3	Waste generated
306-4	Waste diverted from disposal
306-5	Waste directed to disposal

Stakeholder Engagement

Steadfast in our mission to drive a more sustainable future, we prioritize solving our customers' biggest challenges. We aim to inspire, engage and partner with employees to innovate and exceed expectations as they align with our purpose. Unified in culture and core values, our employees thoughtfully and intentionally aim to make every interaction with our stakeholders unforgettable.

Spectrum of Stakeholder Engagement

To help us fully address our stakeholders' interests, we leverage a variety of engagement mechanisms throughout the year.

01 INSPIRE
Elevated Expertise

- Executive Collaboration
- Thought Leadership Sharing
- Ask an Expert Forums
- Blog Posts
- Webinars
- Technical Articles
- Conferences and Trade Shows

02 ENGAGE
Openly Communicate

- Global Emails
- Beekeeper Mobile App
- Global All Hands Meeting
- Customer and Supplier Letters
- Press Releases
- Articles/Broadcasts/Podcasts
- Reporting
- **onsemi** Website
- SharePoint
- Customer Facing Program Communications
- CEO Live Chats

03 PARTNER
Listen, Learn, Share

- Employee Surveys
- Memo Tool
- Employee Celebrations
- Social Media and Digital Engagement
- Awards and Recognition
- Customer Satisfaction Surveys
- Customer Scorecards
- Customer Support
- Customer Enablement Portal

Spectrum of Stakeholder Engagement

Internal

Core Values and Culture
Performance Appraisal and Goals
Voice of the Employee
Learning and Development
Giving Now

Stakeholder Engagement

Thought Leadership
Voice of the Customer
Brand Advocacy
Community Building

External

Innovative Technical and Design Leadership
Public Policy Advocacy
Investor Relations
Earnings and Shareholder Value
Media and Analyst Relations

Digital Platforms and Tools
- Beekeeper Mobile App
- SharePoint
- Memo Tool
- **onsemi** Website
- **onsemi** Community
- Customer Enablement Portal

Internal Communication and Culture
- Global All Hands Meetings
- Executive Collaboration
- Employee Surveys
- Employee Celebrations
- Awards and Recognition
- Learning and Development

Media and External Communications
- Blog Posts
- Webinars
- Press Releases, Articles, Broadcasts, Podcasts
- Social Media and Digital Engagement

Customer and Stakeholder Feedback
- Voice of the Customer
- Customer Facing Program Communications
- Customer Support
- Customer Scorecards
- Customer Satisfaction Surveys
- Customer and Supplier Letters

Events and Thought Leadership
- Conferences and Tradeshows
- Technical Articles
- Thought Leadership Forums
- Global Emails

Decarbonization and Renewable Energy Goals

Net Zero and Renewable Energy Goals

Since 2021, we have had a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3 emissions, along with using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040. We see these goals as our primary long-term sustainability undertaking.

To demonstrate progress along this path and monitor the effectiveness of our approach, we have established interim milestones on our way to achieving long-term decarbonization objectives.

NET ZERO GOAL

Achieve net zero emissions across Scopes 1, 2 and 3 by 2040.

RENEWABLE ENERGY COMMITMENTS

50% Renewable Energy by 2030

100% Renewable Energy by 2040

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Near-Term Science-Based Targets

In December 2024, the Science Based Targets initiative (SBTi) approved our near-term science-based emission reduction targets. Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, focusing on deep decarbonization of current business processes and decoupling business and revenue growth from increased emissions in the future. SBTi ensures targets align with the latest science to limit global warming to 1.5 degrees Celsius, as defined by the Paris Climate Agreement.

With validation by SBTi, **onsemi** commits to:

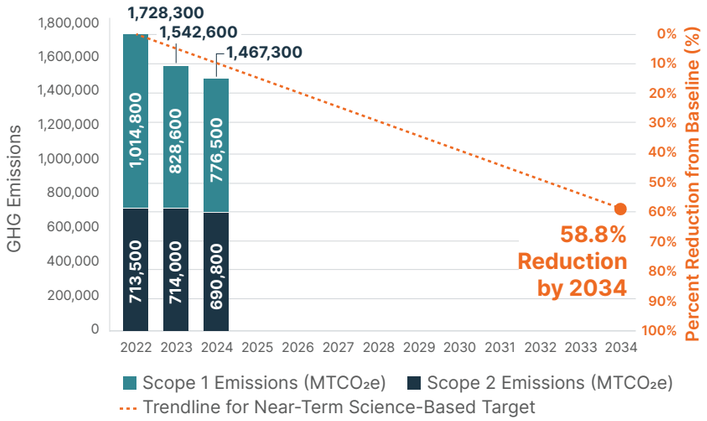
- Reduce absolute Scope 1 and 2 GHG emissions 58.8% by 2034 from a 2022 base year
- Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities 35.0% within the same timeframe
- Have 71.3% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, commit to science-based targets by 2029

The organizational boundary of our near-term science-based targets is comprised of our facilities within our operational control, in accordance with SBTi guidance.

Progress Towards Near-Term Science-Based Targets

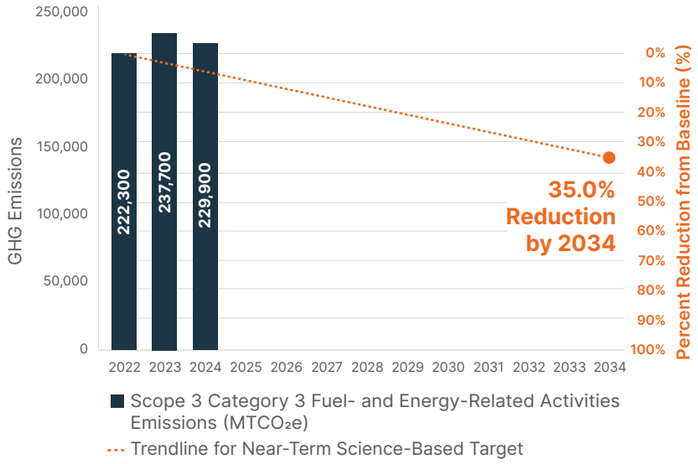
Scope 1 and 2 Near-Term Science-Based Target Progress

($MTCO_2e$) | Detailed Description of Chart on pg. 96



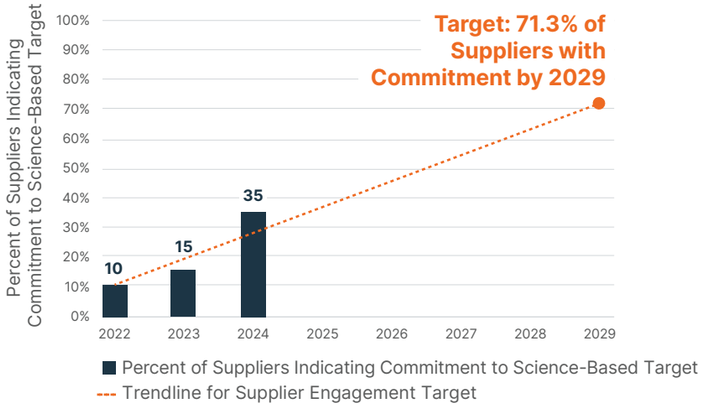
Scope 3 Near-Term Science-Based Target Progress

($MTCO_2e$) | Detailed Description of Chart on pg. 96



Scope 3 Supplier Engagement Target Progress[1]

(Percentage) | Detailed Description of Chart on pg. 96



[1] **onsemi** commits that 71.3% of its suppliers by emissions in categories noted above commit to science-based targets by 2029. The data in this chart represents the percentage of suppliers that indicate a commitment to science-based target, and approximates our near-term supplier engagement progress. In the future, the progress chart will report on suppliers by emissions and results will vary from the progress approximation above.

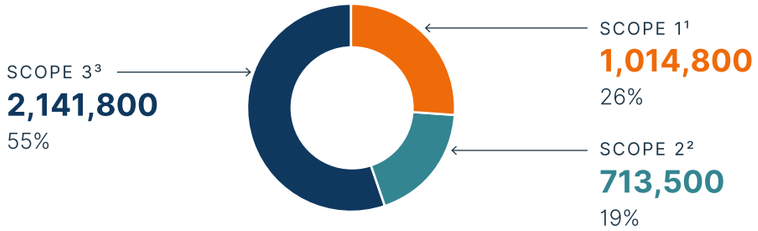
Baseline Emissions Inventory

Baseline emissions refer to the initial level of GHG emissions against which annual reductions toward a goal are measured. Baseline emissions, in conjunction with annual emissions within goal boundaries, will be used to demonstrate progress against near-term science-based targets and our net zero goal. Our baseline emissions align with the defined organizational boundary of our near-term science-based targets, encompassing facilities within our operational control, and in accordance with Science Based Targets initiative guidance. Annual emissions reported within goal boundaries (reported in this section of the report) should not be conflated with annual enterprise-wide GHG emissions inventory (reported in the **Annual Inventory of Energy Consumption and Emissions** section, pg. 26), which may differ due to acquisitions, divestitures, and/or SBTi allowed exclusions within the goal boundary condition. In accordance with the GHG Protocol, in the event of acquisitions and divestitures that materially impact emissions, baseline emissions are to include baseline year acquired emissions and exclude baseline year divested emissions.

We consider 2022 to be our baseline year for GHG emissions across Scopes 1, 2 and 3 for our decarbonization goals. Our calculation of baseline emissions tracking annual progress towards decarbonization goals is based on guidance from the **GHG Protocol**. These 2022 baseline emissions reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

2022 Baseline Emissions

($MTCO_2e$) | **Detailed Description of Chart on pg. 96**



[1] Scope 1: Direct GHG emissions that occur from sources that are owned or controlled by a company's operations
[2] Scope 2: Indirect GHG emissions from the generation of purchased electricity, steam, etc.
[3] Scope 3: Indirect GHG emissions from sources owned or controlled by other entities in the value chain that are beyond a company's operations

Decarbonization Progress

Our combined Scope 1 and 2 emissions were 1,467,300 $MTCO_2e$, a reduction of approximately 15 percent from 2022 and our collective Scope 3 emissions in 2024 were 948,000 $MTCO_2e$, a reduction of approximately 56 percent from 2022. More details on our reduction efforts are further discussed in the **Protecting Our Planet and Environment** section on page 25.

onsemi acquired our Syracuse, New York, facility in December 2024. Due to this acquisition closing near the end of 2024, emissions from the site have not been included in our emissions inventory. We will work to include Syracuse emissions in our inventory next year and will report on its impact in our 2025 Sustainability Report.

Greenhouse Gas Emissions by Scope and Category

($MTCO_2e$)

Decarbonization Progress	2022	2023	2024
Scope 1 and 2 Total	**1,728,300**	**1,542,600**	**1,467,300**
Scope 1	1,014,800	828,600	776,500
Scope 2	713,500	714,000	690,800
Scope 3 Total[1,2]	**2,141,800**	**1,564,500**	**948,000**
Category 1: Purchased Goods and Services (PG&S)	1,414,900	1,062,500	591,600
Category 2: Capital Goods	102,700	92,100	26,000
Category 3: Fuel- and Energy-Related Activities (FERA)	222,300	237,700	229,900
Category 4: Upstream Transportation and Distribution	326,600	101,100	52,100
Category 5: Waste Generated in Operations	46,500	37,700	8,000
Category 6: Business Travel	6,600	11,300	19,500
Category 7: Employee Commuting	22,200	22,100	20,900

[1] Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Category 8 Upstream Leased Assets is applicable but is not presented in the table due to the magnitude of emissions category (represents <1% of total Scope 3 emissions for each annual period presented). Our emissions from use of data centers fall within Category 8.
[2] Category 10 Processing of Sold Products and Category 12 End-of-Life Treatment of Sold Products are no longer presented based on applicability of these categories for producers of intermediate products, per interpretation of the GHG Protocol, and **onsemi**-specific facts and circumstances.

Climate Transition Plan

Our climate transition plan is integrated throughout this report, detailing our decarbonization strategy for Scopes 1, 2 and 3. Within the appendix, a climate transition plan index serves as a quick reference of key elements and their corresponding sections, enabling easy navigation and information gathering pertaining to concrete strategies, targets and actions that will guide our organization's climate transition.

Scope 1 General Emissions Reduction Strategy

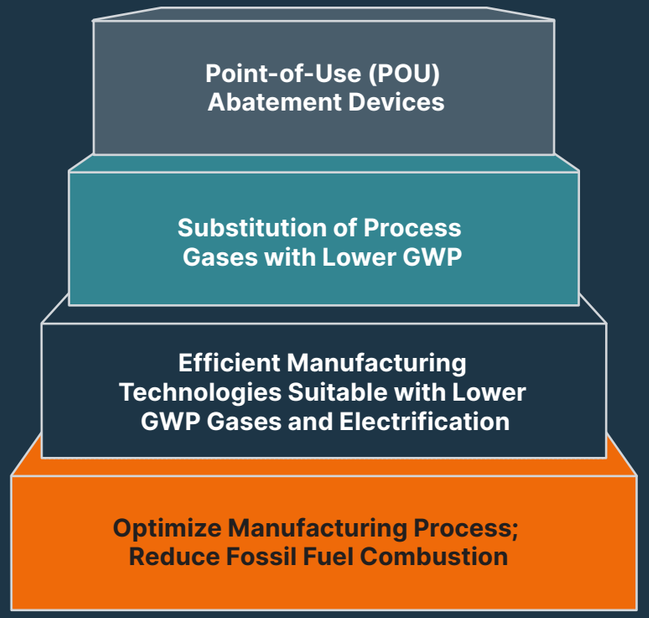
Our Scope 1 emissions inventory primarily consists of etching and cleaning gases used within semiconductor manufacturing processes (process gases), onsite combustion of fuels and fluorinated heat transfer fluids used within equipment. At **onsemi**, we can reduce Scope 1 emissions by: improving the efficiency of processes that use GHG chemistry or fossil fuels; converting to chemistry and energy sources with reduced or eliminated GHG emissions; and utilizing point-of-use abatement to remove residual GHGs from the process exhaust stream.

The most advantageous solution is eliminating these high global warming potential (GWP) gases from processes by swapping them with suitable alternatives. While fluorinated gases remain an essential ingredient to the semiconductor manufacturing recipe, there is interchangeability, particularly in gases used to clean chemical vapor deposition (CVD) chambers.

Where possible, we opt for fluorinated gases with a lower GWP, higher efficiency rates and lower byproduct formation. This reduces the emissions intensity of our process and the absolute emissions of our operations, as well as that of the upstream gas supply.

Point-of-use abatement systems will control the remaining Scope 1 fluorinated GHG emissions that cannot be eliminated from the semiconductor manufacturing process. These systems utilize high temperature and/or plasma chemistry to convert fluorinated GHGs to non-GHG products, which are further treated using the manufacturing site's air pollution control and wastewater treatment systems.

Scope 1 Prioritization Pyramid for Decarbonization



Scope 2 General Emissions Reduction Strategy

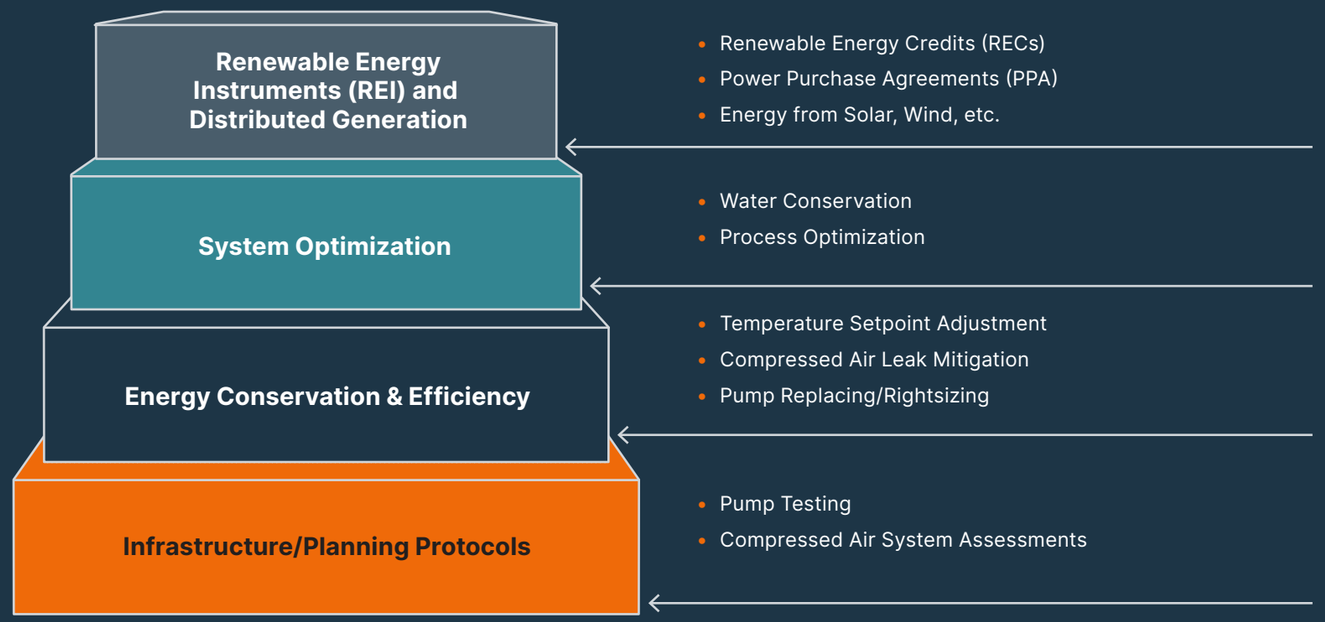
Our Scope 2 inventory primarily consists of emissions from our purchased electricity. In alignment with our net zero strategy, we are focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Reduced electricity consumption equates to reduced procurement of equivalent renewable energy instruments, which makes good business and sustainability sense. We have developed a prioritization pyramid that will help us decarbonize.

Our initial priority in reducing Scope 2 emissions — the foundational tier of the pyramid — is to improve our infrastructure protocols. To support data collection, tracking and reporting efforts to this end, we have implemented a third-party data management system that consolidates environmental commodities consumed at our manufacturing sites. This will help us monitor component and system level efficiencies, ensuring we optimize energy use across all our systems at each manufacturing site.

The second and third tiers of our prioritization pyramid focus on energy conservation, energy efficiency and system optimization. As part of our overall Scope 2 emissions reduction strategy, we will implement short-, mid- and long-term energy efficiency and system optimization projects that help reduce overall energy use at our facilities.

At the apex of our prioritization pyramid is the utilization of renewable energy. After achieving optimal energy levels through conservation, reduction and optimization projects, we will shift our focus to distributed generation and renewable energy technologies and instruments. In 2024, with third-party assistance, we completed an initial global strategic roadmap for procurement of renewable energy instruments across the various regions in which we operate. We have started to implement the internal stages of the roadmap, and plan on implementing external stages in the coming years to progress toward our renewable energy goals.

Scope 2 Prioritization Pyramid for Decarbonization



Scope 3 General Emissions Reduction Strategy

Scope 3 emissions are indirect emissions that occur in a company's value chain. Consistent with the GHG Protocol, our Scope 3 emissions are indirect emissions from applicable value chain categories based on our business model and products.

Because our Scope 3 inventory primarily consists of emissions from our upstream suppliers, our emissions reduction strategy prioritizes engaging with suppliers regarding inventory data collection and management, communication and education to decarbonize and decarbonization action. Our strategy is to engage suppliers to adopt their own science-based targets and decarbonize their business operations. As we incorporate decarbonization within our operations, we plan to roll this expectation to our suppliers as well, so that they incorporate this into their operations.

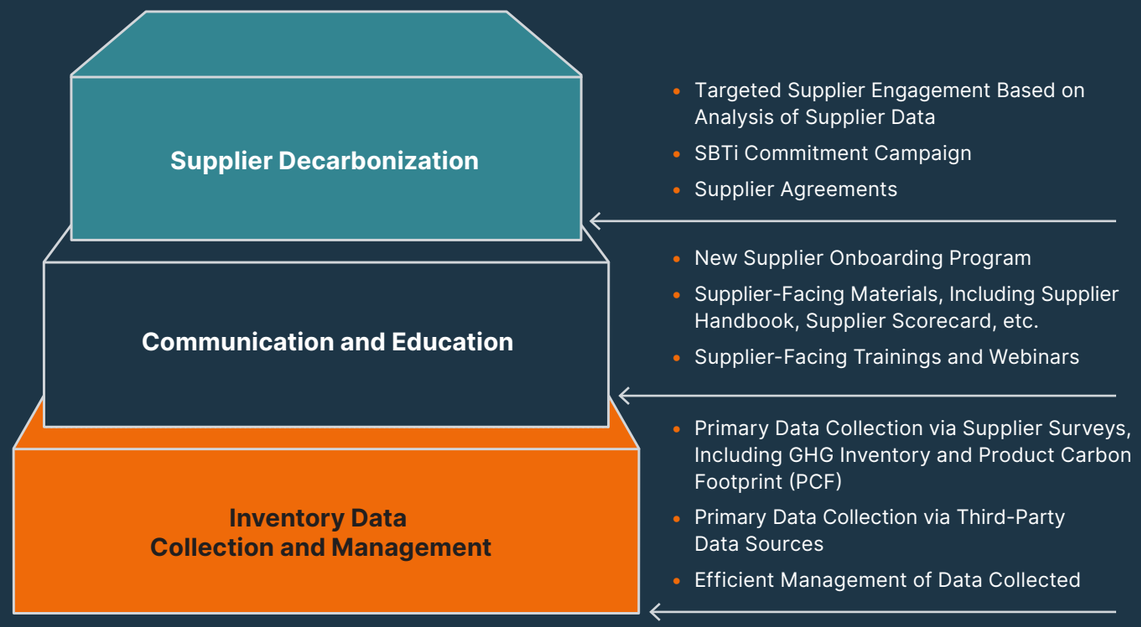
Data is the foundation of our Scope 3 emissions reduction strategy and includes data collection as well as data management. We collect primary emissions data from our suppliers, ensure that we have audit-ready Scope 3 inventory accounting methodologies and build data management systems through a combination of in-house and third-party tools.

Through our **onsemi** policies, we communicate to our suppliers that their decarbonization is a priority. The **onsemi** mechanisms that incorporate supplier-facing policies of future decarbonization expectations include the new supplier onboarding program, Supplier Handbook and other supplier-facing materials.

Supplier decarbonization action will rely on analysis of supplier data, targeted supplier engagement and supplier agreements. This step leverages the analysis of primary data collected, supplier survey responses and product carbon footprint data to further encourage suppliers to commit to the adoption of their own science-based targets. Targeted supplier engagement is anticipated to be carried out through collaboration with supplier sourcing within the procurement team.

Scope 3 Category 3 FERA emissions are directly linked to Scope 1 and 2 emissions and therefore, emissions reduction for this category will occur as a direct result of Scope 1 and 2 emissions reductions. **onsemi's** successful decarbonization efforts in Scope 1 and 2 will be the main pathway for the achievement of our Scope 3 Category 3 FERA emissions reduction target.

Scope 3 Prioritization Pyramid for Decarbonization



Carbon Removals or Offsets

Consistent with SBTi's approach, we focus on reducing our emissions as much as possible before relying on carbon removal and offsets. For emissions that are not electricity-related and cannot be eliminated, **onsemi** will explore the purchase of certified and credible carbon removal or offset credits equal to the remaining emissions.

Plan Assumptions, Challenges and Uncertainties

In developing this climate transition action plan, some assumptions were made, including, but not limited to (i) estimations of current emissions data where data is limited, (ii) duration of time needed to hit key milestone tasks, (iii) uncertainties around the availability of renewable energy and credible carbon removal/offset technology in different regions that we operate, and (iv) projected future organic and inorganic growth of the company through 2040. We are aware of these assumptions and will continue to monitor them over time to refine our plan.

Additionally, there are challenges and uncertainties associated with developing a transition plan, including:

- Achieving full and accurate data collection due to manual data entry processes
- Facilitating a standardized approach on reduction levers across our varied operations while balancing production demands

To mitigate these challenges and uncertainties, we've integrated GHG emissions accounting software into our systems that enables us to track, manage and report consistently across our entire enterprise. We also developed education and training workshops to educate teams across our manufacturing sites. As a result, our teams continue to work towards inserting climate-related data into more company processes for more informed decision-making — from new product development and capital expenditure decisions to mergers and acquisition due diligence assessments.

Product Stewardship

Overview

onsemi is a leader in intelligent power and image sensing technologies that build a better future. **onsemi** provides components in AI data centers, autonomous vehicles and EVs, charging stations, solar inverters, renewable energy systems, medical devices and more. We deliver disruptive technologies that enable our customers to solve challenging problems and create cutting-edge products for a better future. Through our innovation, we empower a strong triple-bottom-line product offering. Our product development efforts are directed toward:

- Addressing the need for solutions to manage and optimize the growing power demands and distribution within AI data centers.
- Powering the electrification of the automotive industry with our intelligent power technologies that allow for lighter and longer-range EVs and enable efficient fast-charging systems.
- Propelling the sustainable energy evolution with our intelligent power technologies for the highest efficiency solar strings, industrial power and storage systems.
- Enhancing the automotive mobility experience with our intelligent sensing technologies with imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.
- Improving everyday life by delivering low-power, high-precision and intelligent sensing solutions for diabetes management and clinical and over-the-counter hearing health applications.

Our new product development efforts continue to focus on building solutions in areas that appeal to customers in focused market segments and across high-growth applications. We regularly re-evaluate our research and development spending to maximize our return by targeting innovative products and solutions for high-growth applications that position us to outperform the industry. We are also exploring fully integrating sustainability and sustainable design in our products.

Triple-Bottom-Line Revenue

In 2024, **onsemi** had approximately $5,662 million in triple-bottom-line revenue, representing 80 percent of total revenue. Our definition of "triple-bottom-line" is revenue from products that fall under intelligent power and sensing and products that contribute to the triple-bottom-line — People, Planet, Profit.

The "People" category refers to any product that helps improve human health or offers support in saving lives. For example, our image sensors go into advanced driver assistance systems (ADAS) and automation systems, leading to increased levels of safety in automotive applications.

The "Planet" category refers to any product that helps reduce negative environmental impacts such as emissions and waste throughout its use phase. Our silicon carbide (SiC) technologies are designed to meet the demands of higher power and density and DC fast charging in the electric vehicle charging application.

The "Profit" category refers to any product that contributes to an organization's ability to provide economic benefit to society by enabling more efficient and productive operations. For example, our image sensors provide high-quality, global shutter imaging for factory automation applications including robotics and inspection systems.

Triple-Bottom-Line Revenue Disclosure

Category	Unit	2022	2023	2024
People	Dollars (Millions)	1,462	1,709	1,627
Planet		4,646	4,557	3,905
Profit		346	258	130
Total	Dollars (Millions)	**6,454**	**6,524**	**5,662**
Triple-Bottom-Line Revenue as Percentage of Total	Percentage	**78**	**79**	**80**

We consider these products a key part of our triple-bottom-line product offering, which includes the following categories:

- AI Data Centers
- Electric Vehicle Charging
- Vehicle Electrification
- Energy Infrastructure
- Industrial Automation
- LED Lighting
- Medical
- ADAS
- Machine Vision

Triple-Bottom-Line Products

Our cutting-edge, key triple-bottom-line technologies include:

Hybrid IGBT/EliteSiC Modules

The hybrid IGBT/SiC module in an FSBP package features 1050V FS7 IGBT and the 1200V D3 EliteSiC diodes to form a foundation that facilitates high voltage and high current power conversion while reducing power dissipation and increasing reliability. The modules offer increased power density and higher efficiencies within the same footprint. This means a one-gigawatt (GW) capacity utility scale solar farm using the latest generation modules can achieve energy savings of nearly two megawatts (MW) per hour — the equivalent of powering more than 700 homes per year.

Smart Power Stages

onsemi provides a suite of ultra-compact, highly robust Smart Power Stages. Smart Power Stages are the power delivery mechanism to deliver power to Central Processing Units (CPUs) and Graphics Processing Units (GPUs) in AI Data Centers and other compute applications. Not only does this enable higher energy efficiency, but it also demonstrates the advanced capabilities of our cutting-edge technology. With AI applications growing at a rapid pace, **onsemi's** products are positioned to be a major factor in energy efficiency throughout the AI boom.

EliteSiC M3e MOSFETs

EliteSiC M3e MOSFETs will play a fundamental role in enabling the performance and reliability of next-generation electrical systems at a lower cost per kilowatt. With the ability to operate at higher switching frequencies and voltages while minimizing power conversion losses, this platform is essential for a wide range of automotive and industrial applications, such as electric vehicle powertrains, DC fast chargers, solar inverters and energy storage solutions. Additionally, the EliteSiC M3e MOSFETs will enable the transition to more efficient, higher power data centers to meet the exponentially increasing energy demands that power artificial intelligence engines.

Top-Cool MOSFETs

These devices feature top-side cooling to assist designers in challenging automotive applications, especially with motor control and DC/DC conversion. The thermal pad is on the top side, allowing heat to be dissipated directly into a heatsink rather than via a typical printed circuit board (PCB). By using both sides of the PCB and decreasing the amount of heat going into it, power density is increased, and reliability is improved, adding to an overall extended system lifetime.

Silicon Carbide (SiC)

SiC, a prime component of next-generation semiconductors, provides technical benefits and improves system efficiency in many applications, including electric vehicles, electric vehicle charging and energy infrastructure. Full SiC modules can minimize power losses, enable optimal thermal management and offer more robustness and dependability to ensure consistent and efficient operations. Our innovative product lines allow us to meet the rapidly growing demand for SiC-based solutions.

Audiology Digital Signal Processors for Hearing Health

onsemi makes Hearing Health more accessible by providing cutting-edge technology in Ezairo audio processors for both clinical and over-the-counter Hearing Aid applications, enabling embedded sensing and connectivity capability.

Analog Front Ends for Continuous Glucose Monitoring

onsemi is the leading provider of Analog Front Ends (AFEs) for Continuous Glucose Monitoring (CGM). Our product delivers best-in-class power consumption, extending the battery life of CGM devices while also maintaining optimum performance. Battery life extension on CGM devices means reducing the hassle and discomfort of more frequent sensor changes, improving user experience and increasing adoption of solutions like CGM that improve human health.

Additional Applications of Intelligent Power and Sensing: Robotics, ADAS, Auto LED, Factory Automation

Protecting Our Planet and Environment

- Annual Inventory of Energy Consumption and Emissions
- Water and Waste Management
- Environmental Health and Safety

Annual Inventory of Energy Consumption and Emissions

Overview

We have set ambitious decarbonization goals and are dedicated to meeting them by reducing our energy consumption, GHG emissions and overall carbon footprint.

For years, **onsemi** has taken steps to reduce energy consumption and GHG emissions throughout our operational footprint. In this section, we report on our annual enterprise-wide GHG emissions inventory, which includes both our manufacturing and non-manufacturing sites. Consistent with our baseline year emissions inventory, we report on all relevant categories of Scope 3 annual emissions in our inventory.

As part of any decarbonization journey, our annual inventory of energy and emissions will reflect fluctuations due to production loads and ongoing energy and decarbonization initiatives. We are exploring production-based normalization metrics to enhance transparency into our annual energy and emissions reduction progress. As our internal investments in energy conservation and efficiency continue to grow and our decarbonization initiatives mature, we expect to see a decoupling of our annual energy and emissions inventory compared to production load, as this is a crucial step toward achieving net zero emissions.

Energy

The use of energy across the organization consists predominantly of purchased electricity and, to a lesser extent, natural gas, diesel fuel, heavy oil, liquified petroleum gas (LPG) and purchased steam. Emissions from purchased electricity and steam are considered Scope 2 emissions, while the other energy sources in this list are direct emissions and are considered Scope 1. We strive to use our energy efficiently across all our operations to reduce our footprint.

Our total energy use (the energy-related portion of Scope 1 and all purchased electricity and purchased steam of Scope 2) in 2024 was 2,149,054 Megawatt-hours (MWh), out of which the majority was due to purchased electricity.

At **onsemi**, we have been working diligently to reduce our energy consumption through both energy efficiency and conservation projects, which resulted in annualized opportunities and savings of 19,000 MWh of electricity and $2.17 million in annual cost savings.

Some of these energy efficiency and system optimization measures include:

- **Air Compressor Upgrades:** Replacing inefficient screw and centrifugal air compressors and dryers with higher-efficiency centrifugal models and dryers, which resulted in annual energy savings of approximately 3,400 MWh and $320,000 in annual cost savings at our manufacturing sites in: Cebu, Leshan, Biên Hòa, Shenzhen and Seremban Fab.
- **Equipment Replacement:** Replacing old, inefficient packaged air-conditioner units, chillers, cooling towers, pumps and motors with more efficient units, leading to annual energy savings of 2,100 MWh and around $220,000 in annual cost savings at our Aizu, Cebu, Shenzhen, Tarlac, Leshan and Seremban Fab manufacturing sites.
- **Air Handler Unit (AHU) Enhancements:** Upgrading AHU fans, control systems and drivers and installing electronically commutated (EC) fans led to an annual reduction in energy consumption of approximately 600 MWh and around $77,000 in annual cost savings at our manufacturing sites in Carmona, Seremban ATO and Shenzhen.
- **Variable-Frequency Drive (VFD) Installation:** VFD installations on various equipment throughout the facilities resulted in annual energy savings of approximately 400 MWh and around $40,000 in annual cost savings at our Aizu, Cebu, Leshan, Biên Hòa and Shenzhen manufacturing sites.
- **LED Lighting Replacement:** Replacing linear fluorescent bulb fixtures with LED kits in designated areas of our buildings and parking lots at our manufacturing sites in Aizu, Tarlac, Biên Hòa, Leshan and Shenzhen resulted in annual energy savings of approximately 400 MWh, equating to about $36,000 in annual cost savings.
- **Various Energy Efficiency Projects:** Miscellaneous measures ranging from installation of smart thermostats, idle time controllers and window blinds to replacement of old, inefficient equipment, resulted in approximately 3,800 MWh and approximately $600,000 in annual cost savings.

HIGHLIGHTS

19,000 MWh

Energy saved through efficiency and conservation projects.

$2.17M

Annual cost savings from energy efficiency and conservation.

As part of our energy conservation initiatives, for the first time, we initiated standardized energy treasure hunts at our Assembly, Test and Operations (ATO) manufacturing sites, with around 800 employees participating. We involved our employees in this process and identified numerous energy-conservation opportunities, both big and small. Together, we uncovered opportunities that save an estimated 8,000 MWh of electricity, approximately 2.5 million gallons of water, and equating to approximately $880,000 in annual cost savings. These efforts highlight our ongoing commitment to reducing our environmental impact, while maintaining the high quality of our operations.

"At onsemi, sustainability is central to all our activities. With our corporate goal of achieving net zero by 2040, we continually challenge our limits and take pride in our efforts. The Energy Treasure Hunt conducted across our Assembly, Test & Operations sites not only identified financial energy-saving opportunities but also raised awareness among our team members, creating long-lasting cultural impacts on our sustainability initiatives."

— Hui Mieng Tan, Site General Manager; Leshan, China

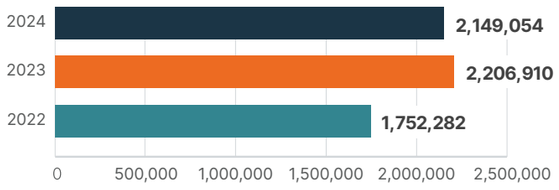
Some of the energy conservation measures that were identified and implemented at our sites in 2024 include:

- Identifying and scheduling shut-offs of idle and standby equipment
- Consolidating process tools to maximize use
- Fixing compressed dry air and vacuum leaks within cleanrooms
- Consolidating process floor activity areas to optimize HVAC/compressed dry air (CDA) operations
- Reducing HVAC energy use by optimizing temperature setpoints and schedules based on operational needs and occupancy, along with mitigating refrigerant leaks
- Optimizing CDA systems by adjusting line pressure setpoints, thus optimizing CDA dewpoint
- Shutting off inefficient chillers
- Reducing 'chilled water' use to minimize active operating pumps
- Optimizing chiller energy use by chiller sequencing, tune-up and condenser water temperature adjustment
- Delamping lights and reducing their operational hours

Our site personnel at each facility are highly dedicated to conserving and optimizing energy use by implementing operational best practices and adopting new technologies whenever possible. This commitment aligns with the general principle that the cleanest energy is the energy not being used.

Total Energy Consumption

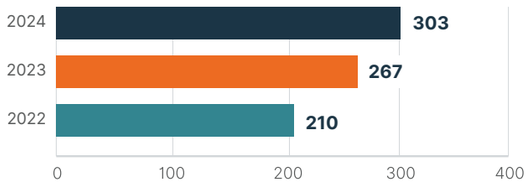
(MWh) | Detailed Description of Chart on pg. 96



Energy Intensity

(MWh per $ Million Revenue) |

Detailed Description of Chart on pg. 96



Total Energy Consumption and Intensity Disclosure[1]

Disclosure	Unit	2022	2023	2024
Total Actual Energy Consumption of Owned Facilities				
Total Energy Consumption	MWh	1,752,282[2]	2,206,910[3]	2,149,054
Energy Intensity				
Energy Intensity	MWh per $ Million Revenue	210	267	303
Energy Consumption by Source				
Electricity	MWh	1,487,074	1,765,602	1,726,357
Purchased Steam	MWh	Not reported (NR)	NR	2,465
Renewable Electricity[4]	MWh	0	0	0
Natural Gas	MWh	172,028	391,656	379,340
Diesel Fuel	MWh	3,170	6,784	6,690
Town Gas	MWh	57,883[5]	0	0
Heavy Oil	MWh	30,121	40,814	32,757
LPG	MWh	2,006	2,054	1,445
Energy from Grid	Percentage	100	100	100

[1] 2022 and 2023 Energy Consumption and Energy Intensity amounts reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

[2] Energy from our 2022 divested sites is included in our actual energy totals through the date of divestiture.

[3] The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our East Fishkill site, which was finalized on December 31, 2022.

[4] In accordance with the GHG Protocol, renewable electricity consumption listed in this table does not reflect renewable electricity supplied via the standard electricity grid. Per the protocol, a company must own and retire credits linked to that renewable electricity production in order to claim renewable electricity consumption.

[5] In 2022, two of our manufacturing sites reported using "Town Gas" fuel. One site was divested in 2022 and the other was purchasing fossil methane ("natural") gas, not manufactured gas. As of 2023, that site's gas usage is included in "Natural Gas" and none of our sites have used "Town Gas" in subsequent years.

Emissions

Enterprise-wide Emission Inventories by Year[1,2]

($MTCO_2e$)

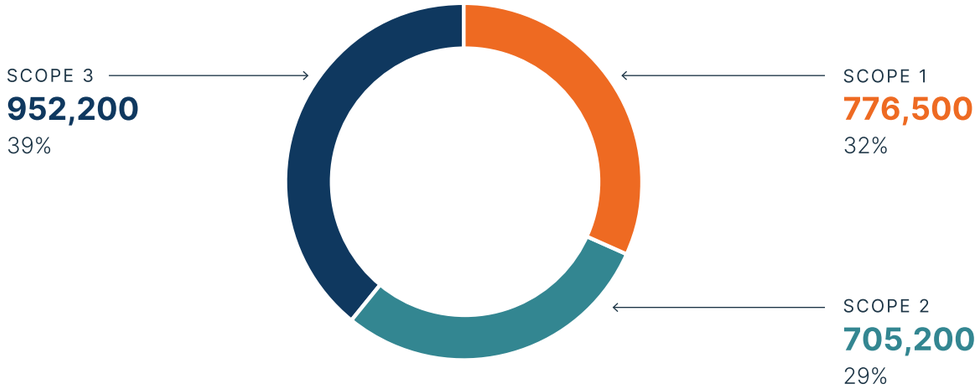
Disclosure	2022	2023	2024
Scope 1	1,016,800	830,200	776,500
Scope 2	727,100	727,500	705,200
Scope 3	2,146,200	1,568,500	952,200

[1] Inventories represent annual enterprise-wide emissions, including any material emissions from non-manufacturing sites in Scope 2, and are therefore not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

[2] **onsemi** acquired our Syracuse, New York, facility in December 2024. Due to this acquisition closing near the end of 2024, emissions from the site have not been included in our emissions inventory. We will work to include Syracuse emissions in our inventory next year and will report on its impact in our 2025 Sustainability Report.

2024 Emissions

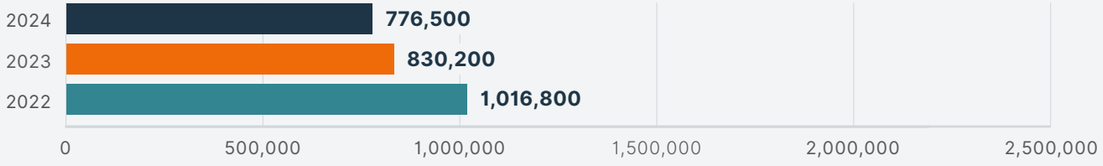
($MTCO_2e$) | Detailed Description of Chart on pg. 96



Summary of Enterprise-wide Emission Inventories

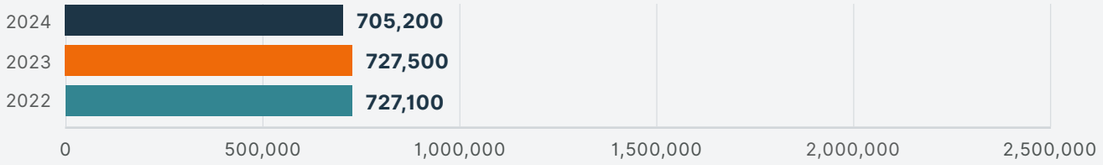
Scope 1 Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 96



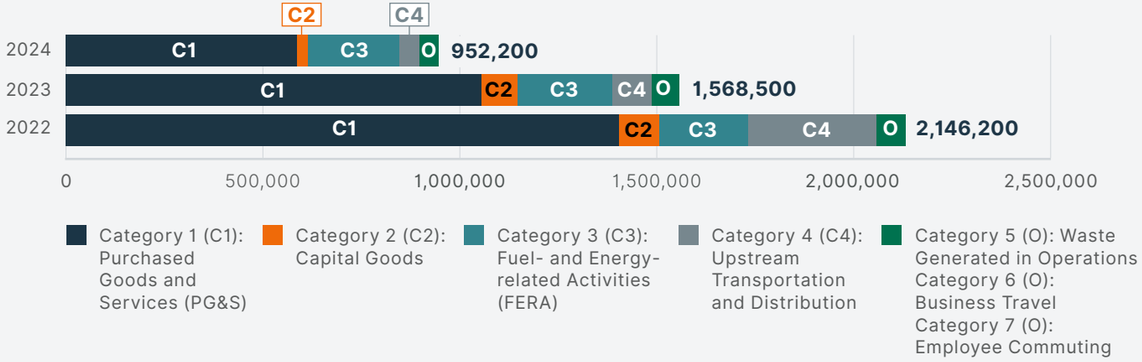
Scope 2 Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 96



Scope 3 Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 1

Scope 1 emissions are direct emissions from company-owned and -controlled facilities. The largest source of Scope 1 emissions is from fluorinated process gases used in manufacturing. Other sources include fuels used in space- or process-heating and heat transfer fluids used in manufacturing equipment.

onsemi Scope 1 emissions are managed jointly by our corporate sustainability and manufacturing site teams across the globe. Our manufacturing site team members are responsible for supplying data from our purchasing and consumption activities for commodities that produce emissions, as well as providing manufacturing data related to the processes and equipment in use. At the corporate level, data submitted by our manufacturing site teams is checked for quality and completeness before performing final calculations and modeling.

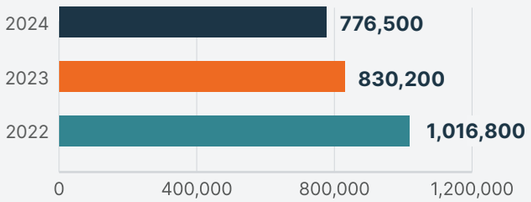
For the semiconductor manufacturing-related emissions, we use a methodology consistent with IPCC Tier 2c guidance to determine process gas emissions. The methodology efficiency and by-product formation of fluorinated gases and nitrous oxide within the semiconductor manufacturing process. Global warming potentials from IPCC's Sixth Assessment Report (AR6) are used to convert gas quantity to CO_2e.

In 2024, we focused on the following initiatives pertaining to Scope 1 emissions:

- **Engagement with Fabrication Facility Locations for Fluorine (F_2)-Based Chamber Cleaning:** Our wafer fabrication facility in Rožnov, Czech Republic was selected to begin transitioning from hexafluoroethane (C_2F_6)-based plasma chamber cleaning to a fluorine (F_2)-based process, which has a lower GWP.
- **Qualification of Existing Abatement Devices:** Most **onsemi** fabs have some level of point-of-use abatement equipment installed. This equipment was identified and **onsemi** began obtaining OEM certification and/or onsite testing to validate and qualify the destruction and removal efficiency (DRE) for GHGs under the process conditions at the point of use.

Total Scope 1 GHG Emissions[1]

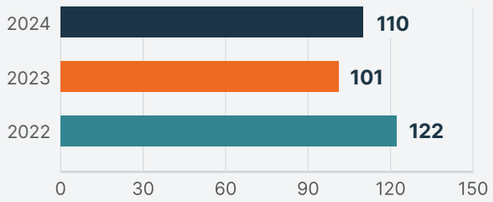
($MTCO_2e$) | Detailed Description of Chart on pg. 97



[1] Inventories represent annual enterprise-wide emissions and are therefore not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through to the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

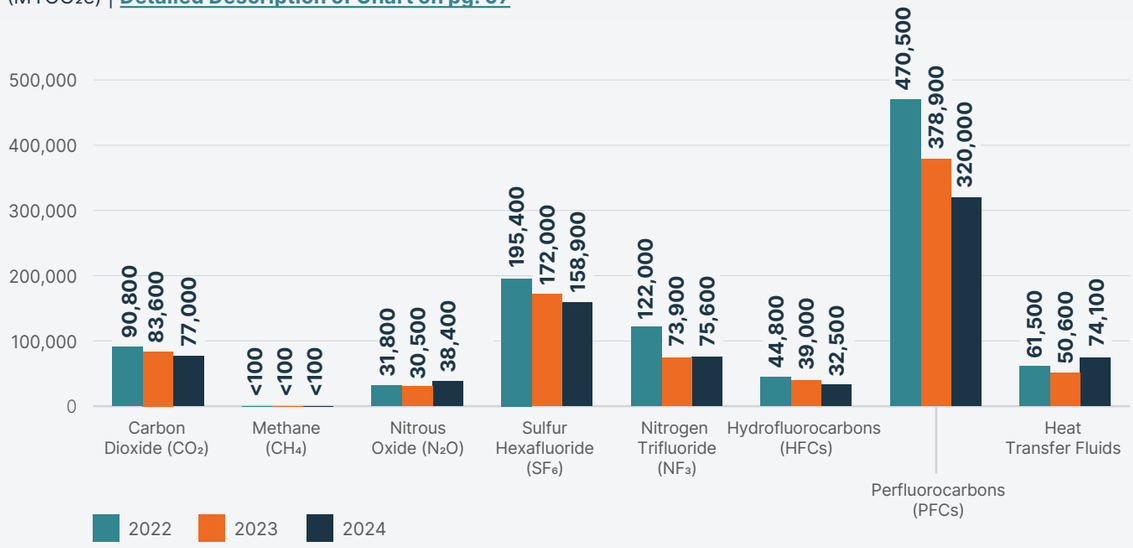
Scope 1 Emissions Intensity

($MTCO_2e$ per $ Million Revenue) | Detailed Description of Chart on pg. 97



Scope 1 Emissions by Gas Type

($MTCO_2e$) | Detailed Description of Chart on pg. 97

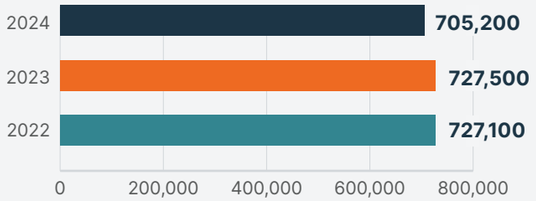


Scope 2

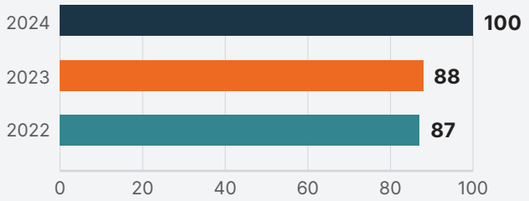
Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. For our purposes, this means our purchased electricity and steam. The boundary of our near-term science-based target is based on operational control, and non-manufacturing sites are anticipated to contribute de minimis emissions to our company wide total emissions. Disclosure of non-manufacturing site emissions in the accompanying table is for transparency.

onsemi reduced global Scope 2 emissions in 2024 from 2023 levels due to the combination of implementation of energy conservation and energy efficiency practices at our sites (see Energy section on page 26).

Total Scope 2 GHG Emissions
($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 2 Emissions Intensity
($MTCO_2e$ per $ Million Revenue) |
Detailed Description of Chart on pg. 97



Scope 2 Emissions Overview

Disclosure	Unit	2022[1]	2023	2024
Enterprise-wide Scope 2 Emission Inventories by Year[2]				
Total Scope 2 Emissions, Manufacturing and Non-Manufacturing Sites (Location-Based)	$MTCO_2e$	727,100	727,500	705,200
Total Scope 2 Emissions, Manufacturing Sites		713,500	714,000	690,800
Total Scope 2 Emissions, Non-Manufacturing Sites		13,600	13,500	14,400
Scope 2 Emissions Intensity				
Scope 2 Emissions Intensity (Calculated for Total Scope 2)	$MTCO_2e$ per $ Million Revenue	87	88	100

[1] 2022 amounts reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

[2] Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

Scope 3

Scope 3 emissions are indirect emissions that occur in a company's value chain. In 2024, the **onsemi** Scope 3 emissions inventory was 952,200 $MTCO_2e$, which accounts for 39 percent of our total GHG footprint (combined Scope 1, 2 and 3).

In 2024, our Scope 3 strategy included a rollout of the following initiatives:

- **Inventory Data Collection and Management**

  We engaged more than 1,000 new and legacy suppliers through our new data collection program, which serves as a foundation to managing our Scope 3 emissions reduction. We surveyed our top 80 percent of suppliers by spend (deemed "high priority suppliers") and received more than an 80 percent response rate. As a result, our 2024 data shows that 35 percent of surveyed suppliers intend to commit or have already committed to a science-based target, or have already been validated by the SBTi. This data represents the percentage of suppliers that will or have already committed to a science-based target, and serves as an approximation of **onsemi's** near-term supplier engagement target process. In the future, we will report on suppliers by emissions that commit to a science-based target.

- **Communication and Education**

  Increased Supplier Engagement: As part of the targeted supplier engagement program, we held preliminary meetings with high-priority suppliers to encourage them to commit to their own science-based targets.

  New Supplier Onboarding Program Launched: Every supplier that is onboarded into the **onsemi** ecosystem is now informed of **onsemi**-required supplier decarbonization commitments and is educated on **onsemi's** decarbonization policies, timelines and resources. Selected suppliers are required to provide emissions inventory data annually so that we are able to track their emissions reduction performance.

  Supplier Handbook: We distributed communications via our **onsemi** Supplier Handbook to our high-priority suppliers. We led conversations with our highest-emitting suppliers and those suppliers that we hope to influence to commit to a science-based target. We engaged with more than 50 percent of our suppliers by spend through two-way communications.

In 2024, we experienced an overall reduction in our Scope 3 emissions. For Categories 1 (Purchased Goods and Services) and 2 (Capital Goods), the decrease in emissions compared to the prior year is due to a combination of decreased consumption (purchases from suppliers) and decreased emissions factors related to supplier-specific and commodity changes. For Category 4 (Upstream Transportation and Distribution), the decrease in emissions was partially driven by the decrease in consumption (fewer shipments from suppliers and decrease in average weight per shipment), with additional impact from an average shorter distance per shipment. For Category 5 (Waste Generated in Operations), the decrease in emissions is the result of a refinement in waste categorization at our sites, as well as updates to the related emission factors. Although we saw a decreasing trend in our total Scope 3 inventory, Category 6 (Business Travel) experienced an increase compared to the prior year due to refinement of the calculation, including updated emissions factors and additional data granularity.

Enterprise-wide Scope 3 Category Emission Inventories by Year[1,2]

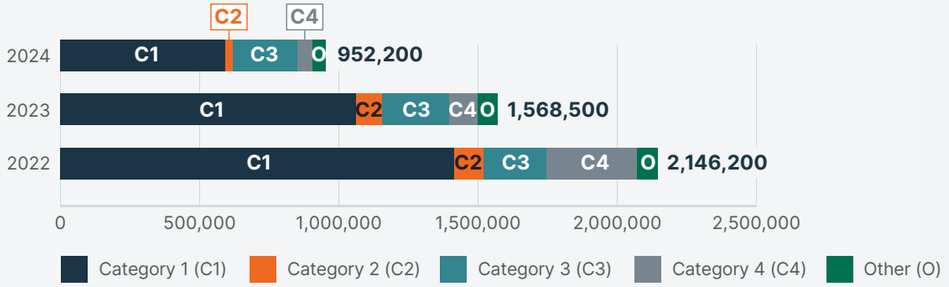
Disclosure	Unit	2022	2023	2024
Category 1 (C1): Purchased Goods and Services (PG&S)	$MTCO_2e$	1,414,900	1,062,500	591,600
Category 2 (C2): Capital Goods		102,700	92,100	26,000
Category 3 (C3): Fuel- and Energy-Related Activities (FERA)		226,700	241,700	234,100
Category 4 (C4): Upstream Transportation and Distribution		326,600	101,100	52,100
Category 5 (O): Waste Generated in Operations		46,500	37,700	8,000
Category 6 (O): Business Travel		6,600	11,300	19,500
Category 7 (O): Employee Commuting		22,200	22,100	20,900
Total	$MTCO_2e$	**2,146,200**	**1,568,500**	**952,200**

[1] Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Category 8 Upstream Leased Assets is applicable but is not presented in the table due to the magnitude of emissions category (represents <1% of total Scope 3 emissions for each annual period presented). Our emissions from use of data centers fall within Category 8.

[2] Category 10 Processing of Sold Products and Category 12 End-of-Life Treatment of Sold Products are no longer presented based on applicability of these categories for producers of intermediate products, per interpretation of the GHG Protocol, and **onsemi**-specific facts and circumstances.

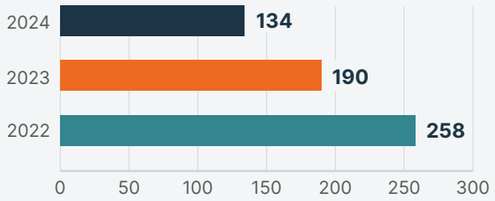
Total Scope 3 GHG Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 3 Emissions Intensity

($MTCO_2e$ per $ Million Revenue) | Detailed Description of Chart on pg. 97



Water and Waste Management

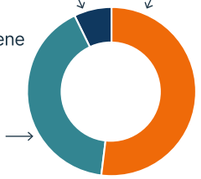
Water Usage

Water is an essential and valuable natural resource sustaining life and the ecosystem. It is also a vital element of **onsemi's** business. We are dedicated to ensuring that our operations have a positive impact on watersheds and surrounding communities. We actively work to prevent any adverse effects on our water systems and understand that conserving water lowers the cost of processing and safeguards the supply of water resources. We continue to seek opportunities to reduce, reuse and recycle water through global alignment and benchmarking throughout all our sites. We approach this effort by ensuring that we have a strong foundation of water data collection, tracking and reporting system. To this end, we have implemented a third-party data management system that consolidates and manages water data from our manufacturing sites.

Water consumption is typically calculated as water withdrawal minus water discharge. In 2024, we collected data on water discharge volumes for the first time, enabling us to more accurately monitor and track our water consumption.

Applications of Water Use at Manufacturing Sites

(Percentage) | Detailed Description of Chart on pg. 97



We monitor and evaluate all water processes and water discharge characteristics and continue to implement water conservation programs. At **onsemi** manufacturing sites, water has applications primarily in production and industrial uses, with a much smaller percentage applied to domestic uses. The bulk of **onsemi's** water consumption is attributed to our manufacturing sites; however, we continue to explore ways to track water consumption at our non-manufacturing sites.

We use the World Resources Institute (WRI) Water Risk tool to identify if any of our sites are in high or extremely high water-stressed regions. In 2024, out of 15,759 megaliters of total water withdrawn, 1,412 megaliters were withdrawn from high water-stressed regions and 883 megaliters from extremely high water-stressed regions (9 percent and 6 percent of total water withdrawn, respectively). The designation of a region as an extremely high or high water-stressed region varies year-over-year based on WRI's analysis of risk and varying water availability in different locations. In 2024, two manufacturing sites were in extremely high water-stressed regions and five manufacturing sites were in high water-stressed regions. At the manufacturing site level, we continue to monitor water data and water risks.

Across our manufacturing facilities, out of the total water withdrawn, 2,093 megaliters of water (13 percent) were consumed by **onsemi**. Of this, 259 megaliters (2 percent) of water consumed were from high water-stressed regions and 161 megaliters (1 percent) were from extremely high water-stressed regions. Our water consumption is mainly attributed to heating and cooling processes in our manufacturing facilities where the heat transfer process causes water to evaporate. **onsemi** continues to evaluate opportunities for water consumption reduction.

Water Usage Summary

Disclosure	Unit	2022	2023	2024
Water Withdrawal				
Total Water Withdrawal	Megaliters	13,692	15,652[1]	15,759
Surface Water		0	0	0
Groundwater (renewable)		1,129	3,618	3,846
Seawater		0	0	0
Third Party Water		12,563	12,034	11,913
Water Withdrawal Intensity				
Water Withdrawal Intensity	Megaliter per $ Million Revenue	1.64	1.90	2.23[2]
Water Recycled				
Water Recycled	Megaliters	5,776	6,507	7,524
Recycling Rate	Percentage	42	42	48
Water Withdrawal in Water-Stressed Regions[3]				
Extremely High[4]	Megaliters	0	854	883
High[5]		515	1,716	1,412
Water Consumption				
Total Water Consumption	Megaliters	NR	NR	2,093
Water Consumption in Water-Stressed Regions[3]				
Extremely High[4]	Megaliters	NR	NR	161
High[5]		NR	NR	259

[1] In 2023, we significantly expanded our Bucheon, South Korea facility and accounted for our East Fishkill, United States site (acquisition finalized on December 31, 2022) in our operations, resulting in increased water withdrawal compared to prior years.

[2] Water withdrawal intensity increased in 2024 compared to 2023 because water withdrawal remained generally consistent while revenue decreased. Water withdrawal is generally a consistent fixed volume to support industrial and production equipment operations, and does not vary significantly with manufacturing load.

[3] Water-stressed regions were identified through the WRI Water Risk Tool. Sites identified in extremely high water-stressed regions vary year-over-year, depending on the current and future water risks at the time of assessment by the WRI Tool.

[4] Extremely high water-stressed regions for 2023 and 2024 include Cebu and Tarlac.

[5] High water-stressed regions for 2023 and 2024 include Suzhou, Biên Hòa, Bình Dương, Carmona and Nampa, United States. For 2022, these regions included Pocatello, United States and Suzhou, China.

HIGHLIGHTS

7,524 megaliters

Water recycled across operations in 2024.

48%

Water recycling rate achieved in 2024 — up from 42% in 2023.

145 megaliters

Of water and $406K anticipated to be saved annually at Carmona through new Water Recycling System project.

Water Stewardship

Highlighting our dedication to water-use efficiency, we recycled 7,524 megaliters of water in 2024 and achieved a recycling rate of 48 percent, an improvement compared to 42 percent in 2023. We are dedicated to continuous improvement in safeguarding environmental health and safety through investments in facility infrastructure. **onsemi's** water stewardship program included the following initiatives implemented in 2024:

- At our Carmona site, we mitigated our limited water resources by installing a Water Recycling System (WRS) that not only complies with local regulations but also supports the manufacturing facility's cost-saving initiatives and emission reduction initiatives. Approximately 40 percent of the water used by the manufacturing facility is recycled and fed into the Reverse Osmosis-Deionization (RODI) system to produce deionized water. The project is anticipated to save 145 megaliters of water and $406,000 annually.
- At our Biên Hòa site, we replaced the existing wastewater recycling system with a new wastewater treatment system using conventional coagulation/flocculation, clarifier, sand filter and cartridge filter. This system ensures high-quality water for production reuse, reducing water withdrawal by 23 megaliters and saving approximately $10,000 annually.

Wastewater Treatment

The complexity of semiconductor manufacturing technology has increased over time. This drives the need to invest in more sophisticated onsite treatment systems to treat the wastewater produced from our manufacturing operations. All wastewater produced in our manufacturing sites is treated using advanced onsite treatment techniques before it is discharged under a permit to a municipality or other authorized discharge point. The treatment process can include primary treatment (physical-chemical treatment and wastewater neutralization), secondary treatment (biological treatment) and tertiary treatment (ion exchange treatment, disinfection and membrane treatment, carbon absorption treatment), depending on the wastewater characteristics. The level of treatment is stringent and meets or exceeds the local government requirements in the areas where we operate.

onsemi not only monitors water discharge quantity but also water discharge quality. We monitor various metrics associated with our wastewater discharge to ensure compliance with pH, temperature, chemical oxygen demand (COD), color, heavy metals, fluorine, nutrients and other regulated discharge parameters. In addition to our discharge monitoring systems, we perform laboratory analysis on our water discharge according to local regulations. The laboratory analysis can occur on a weekly, monthly or quarterly basis depending on the permit and the region. Some regions require real-time monitoring of wastewater discharge. **onsemi** is fully compliant with all applicable local regulations and requirements.

Wastewater Treatment Disclosure[1]

Disclosure	Unit	2024
Total Water Discharge	Megaliters	**13,665**
Water Discharge by Destination		
Fresh Surface Water	Megaliters	7,256
Third-Party Destination		6,409
Water Discharge by Treatment Level		
Primary Treatment	Megaliters	7,157
Secondary Treatment		183
Tertiary Treatment		4,290
No Treatment – Discharged to Natural Environment		571
No Treatment – Discharged to Third Party		1,464

[1] 2022 and 2023 values not reported

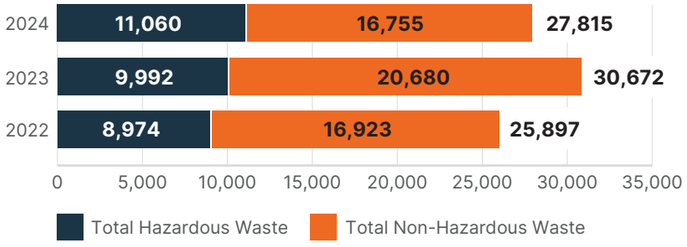
Waste Management

Semiconductor manufacturing generates both hazardous and non-hazardous waste, as classified under local government regulations. **onsemi** is committed to complying with all applicable requirements related to our waste management practices. We ensure there are processes and controls in place to effectively manage our waste streams and we strive to reduce the amount of waste directed to disposal through waste reduction and diversion.

We strive to maximize waste diverted from disposal through the reduction of waste in manufacturing processes, reuse, recycling and other recovery operations. Due to local regulations or limited opportunities for waste diversion, we must often direct the waste generated by our operations to disposal or incineration (including waste to energy incineration). We continue to look for ways to reduce the amount of waste directed to disposal and incineration to both reduce waste management costs and avoid negative impacts on human and environmental health.

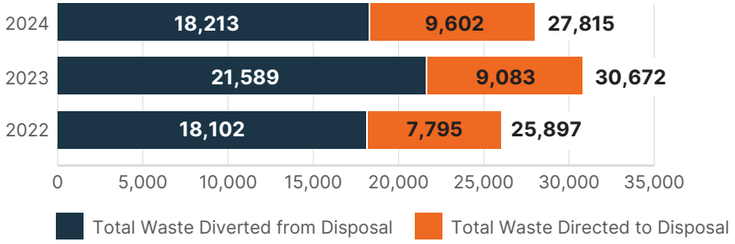
Total Waste Generated (Hazardous and Non-Hazardous)

(Metric Tons) | Detailed Description of Chart on pg. 98



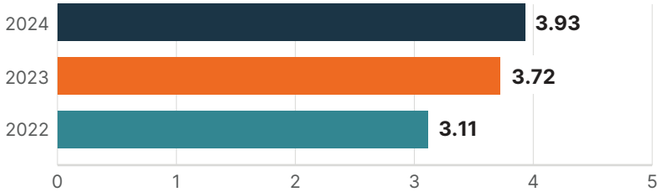
Total Waste Generated (Diverted from Disposal and Directed to Disposal)

(Metric Tons) | Detailed Description of Chart on pg. 98



Waste Generation Intensity

(Metric Tons per $ Million Revenue) | Detailed Description of Chart on pg. 98



Waste Directed to Disposal

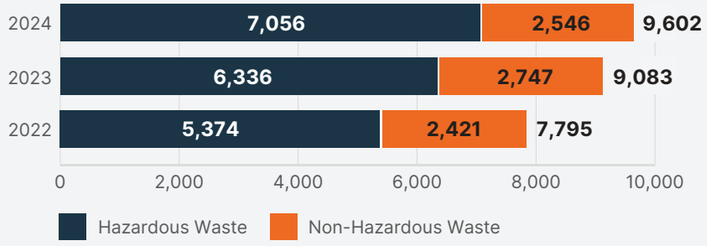
onsemi categorizes our waste directed to disposal as described below.

Hazardous and Non-Hazardous:

- **Incineration (with and without energy recovery):** Controlled burning of waste at high temperatures.
- **Landfill:** Depositing solid waste at, below or above ground level at engineered disposal sites.
- **Other Disposal Operations:** Operations without recovery of materials sent to disposal.

Total Waste Directed to Disposal

(Metric Tons) | Detailed Description of Chart on pg. 98



Waste Diverted from Disposal

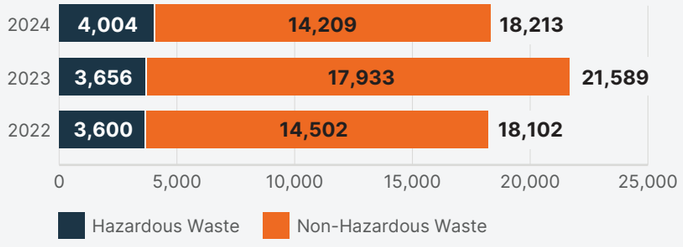
onsemi categorizes our waste diverted from disposal as described below.

Hazardous and Non-Hazardous:

- **Preparation for Reuse:** Materials that have become waste are prepared (by way of checking, cleaning or repairing) to be used for the same purpose for which they were conceived.
- **Recycling:** Materials that have become waste are reprocessed to make new materials.
- **Other Recovery Operations:** Materials that have become waste are prepared to fulfill a purpose in place of new products that would otherwise have been used for that purpose.

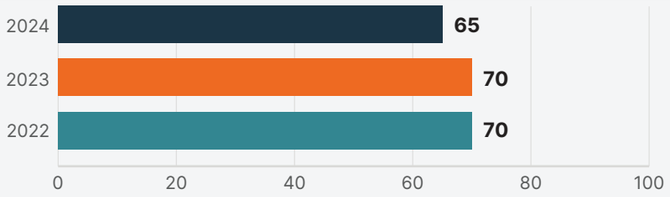
Total Waste Diverted from Disposal

(Metric Tons) | Detailed Description of Chart on pg. 98



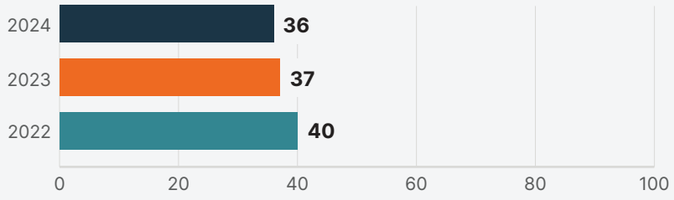
Total Waste Diversion Rate

(Percentage) | Detailed Description of Chart on pg. 98



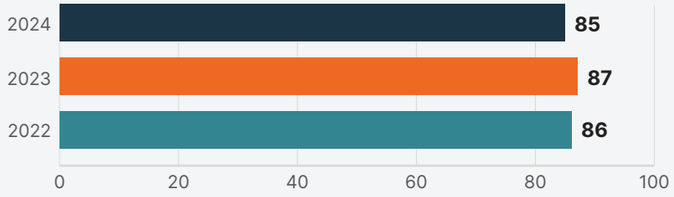
Hazardous Waste Diversion Rate

(Percentage) | Detailed Description of Chart on pg. 98



Non-Hazardous Waste Diversion Rate

(Percentage) | Detailed Description of Chart on pg. 98



Reclamation Operation

Our global reclamation objectives reflect our commitment to environmental sustainability and resource conservation while optimizing our network, protecting our intellectual property and maximizing and recapturing profits.

Subcontractors are required to return dies (or wafers), trimmings in assembly and rejected units from assembly and test fallouts that are considered **onsemi** property. The manufacturing scrap collected from this process is separated into two categories: precious metals-bearing materials and non-precious metals-bearing materials.

Precious metals-bearing materials include scrap devices, spent bead blast material, gold targets, wire and evaporator metallic, platinum targets, evaporator metallic and printed circuit boards. Precious metals have high intrinsic value and include gold, silver, platinum, palladium and rhodium.

Non-precious metals-bearing materials include copper and alloy 42 lead frames, plastics, stainless steel, aluminum, silicon and copper wire and tubing. Our manufacturing sites work with local vendors to sell or recycle the material recovered in the manufacturing scrap reclaim operation.

The reclamation operations at our sites enable **onsemi** to divert a large percentage of our waste, resulting in an overall 2024 waste diversion rate of 65 percent and a non-hazardous waste diversion rate of 85 percent.

Waste Minimization and Diversion

Although reclamation activities are primarily responsible for **onsemi's** strong waste diversion rate, waste minimization is a critical strategy and is promoted throughout our sites globally. Efforts small and large help us operate more sustainably. At our Bucheon site, generated wastewater sludge from our manufacturing process is recycled into blocks that are used as construction materials. Our various recycling methods help reduce the risks of waste treatment and the additional processing costs associated with it. In 2024, 7,420 metric tons of waste were recycled, saving approximately $164,000.

Hazardous Waste Disclosures

Disclosure	Unit	2022	2023	2024
Hazardous Waste				
Total Hazardous Waste	Metric Tons	8,974	9,992	11,060
Hazardous Waste Diversion Rate	Percentage	40	37	36
Hazardous Waste Diverted from Disposal				
Total Hazardous Waste Diverted from Disposal	Metric Tons	3,600	3,656	4,004
	Percentage	40	37	36
Hazardous Waste - Preparation for Reuse	Metric Tons	1	180	313
	Percentage	0	2	3
Hazardous Waste - Recycling	Metric Tons	158	996	2,252[1]
	Percentage	2	10	20[1]
Hazardous Waste - Other Recovery Options[2]	Metric Tons	3,441	2,480	1,439
	Percentage	38	25	13
Hazardous Waste Directed to Disposal				
Total Hazardous Waste Directed to Disposal	Metric Tons	5,374	6,336	7,056
	Percentage	60	63	64
Hazardous Waste - Incineration (Energy Recovery)	Metric Tons	457	363	733
	Percentage	5	3	7
Hazardous Waste - Incineration (Without Energy Recovery)	Metric Tons	475	181	202
	Percentage	5	2	2
Hazardous Waste - Landfilling	Metric Tons	828	1,083	531
	Percentage	9	11	5
Hazardous Waste - Other Disposal Operations	Metric Tons	3,614	4,709	5,590
	Percentage	40	47	50

[1] The significant change in data compared to the prior year data is due to the reclassification of waste categories for consistency with local regulations, most notably at our Bucheon site.
[2] Waste previously categorized under 'fuel blending for fuel' was included in the 'other recovery options' category.

Non-Hazardous Waste Disclosures

Disclosure	Unit	2022	2023	2024
Non-Hazardous Waste				
Total Non-Hazardous Waste	Metric Tons	16,923	20,680	16,755
Non-Hazardous Waste Diversion Rate	Percentage	86	87	85
Non-Hazardous Waste Diverted from Disposal				
Total Non-Hazardous Waste Diverted From Disposal	Metric Tons	14,502	17,933	14,209
	Percentage	86	87	85
Non-Hazardous Waste - Preparation For Reuse	Metric Tons	107	335	268
	Percentage	1	2	2
Non-Hazardous Waste - Recycling	Metric Tons	983	5,788	13,341[1]
	Percentage	6	28	80[1]
Non-Hazardous Waste - Other Recovery Options[2]	Metric Tons	13,412	11,810	600[1]
	Percentage	79	57	3[1]
Non-Hazardous Waste Directed to Disposal				
Total Non-Hazardous Waste Directed to Disposal	Metric Tons	2,421	2,747	2,546
	Percentage	14	13	15
Non-Hazardous Waste - Incineration (Energy Recovery)	Metric Tons	100	808	939
	Percentage	1	4	5
Non-Hazardous Waste - Incineration (Without Energy Recovery)	Metric Tons	41	263	282
	Percentage	0	1	2
Non-Hazardous Waste - Landfilling	Metric Tons	911	1,629	1,312
	Percentage	5	8	8
Non-Hazardous Waste - Other Disposal Operations	Metric Tons	1,369	47	13
	Percentage	8	0	0

[1] The significant change in data compared to the prior year data is due to the reclassification of waste categories for consistency with local regulations, most notably at our Bucheon site.
[2] Waste previously categorized under 'fuel blending for fuel' was included in the 'other recovery options' category.

Environmental Health and Safety

Overview

onsemi ensures the protection of its people and compliance with environmental regulations through our Environmental, Health and Safety (EHS) practices, which are codified through our EHS Policy and Statement.

EHS Policy

onsemi protects people and minimizes our environmental impact through efforts to prevent injury, illness and pollution.

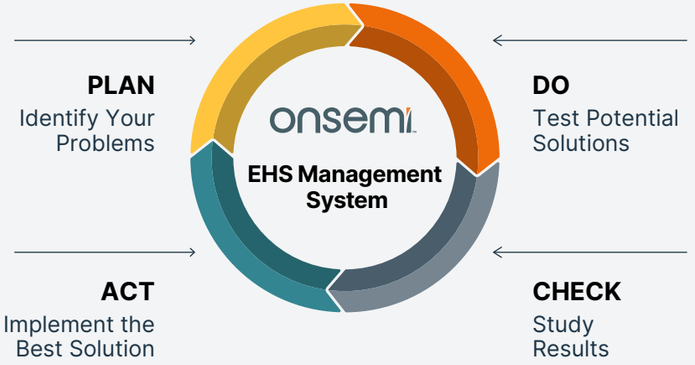
EHS Statement

onsemi consults with workers and encourages participation to identify hazards and reduce health and safety risks. We are committed to compliance with all legal and other requirements wherever we operate. We set EHS objectives and strive for continuous improvement.

The EHS Policy and Statement are available on the **onsemi** website.

EHS Management System

The **onsemi** global EHS Management System is founded on the concept of Plan-Do-Check-Act (PDCA).



The PDCA model provides a framework for the following:

- **Plan:** Establish objectives and deliver results
- **Do:** Implement EHS processes
- **Check:** Monitor and measure performance and progress to objectives
- **Act:** Take actions to continually improve the EHS management system

The **onsemi** EHS Management System is audited and certified by a third party to ISO 14001 Environmental Management System and ISO 45001 Health and Safety Management System standards.

Elements of the onsemi global EHS Management System include the following documents:

EHS Management System Manual, Including the onsemi EHS Policy and Statement: Manual (and policy) that establishes the foundation of our EHS Management System and adherence to ISO 14001 and ISO 45001 for manufacturing operations.

EHS Risk Assessment: Procedure to identify risks and opportunities that need to be addressed to ensure the EHS Management System can achieve its intended outcomes.

EHS Legal and Other: Procedure to ensure compliance obligations and other requirements are identified, communicated and satisfied.

EHS Training: Procedure to ensure EHS training is satisfied, including maintaining a matrix of required training courses for each employee.

EHS Audit: Procedure to globalize the way EHS system audits are planned, performed, reported, followed up on and completed by auditors.

Contractor EHS Activities: Procedure to establish contractor EHS-related activities, outlining EHS communication, risk/hazard identification and incident investigation.

EHS Incident Reporting and Investigation: Procedure that outlines how to communicate incidents, investigate and identify root cause(s) and corrective action(s) to prevent reoccurrence.

EHS Management of Change: Procedure to ensure temporary, permanent or emergency changes, including changes to people critical to EHS compliance and performance, are reviewed by EHS prior to implementation or assignment.

EHS Compliance Assurance: Guidance to assure compliance with legal and other requirements.

EHS Standards and Expectations

In addition to the **onsemi** global EHS Management System, global EHS procedures include:

- Environmental (air, water and waste)
- Industrial Hygiene (hearing, respirator, radiation, etc.)
- Ergonomics
- Safety (hazard communication, control of hazardous energy, machine guarding, personal protective equipment, electrical safety, fall protection, hot work, etc.)
- Emergency Preparedness

onsemi manufacturing employees attend new hire orientation, which includes:

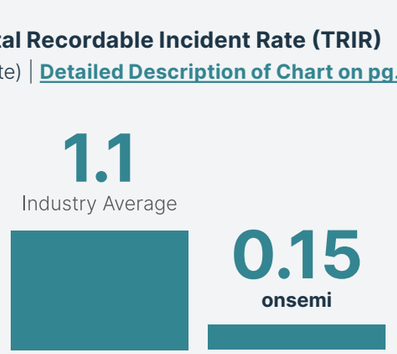
- EHS Policy and EHS Statement
- **onsemi** Responsibilities
- **onsemi** Core Values of Purpose, Innovation and Excellence
- Safety Culture Focused on Hazard Identification (e.g., unsafe acts and unsafe conditions) Reporting to Prevent Injuries and Illnesses
- Incident Reporting and Investigation to Prevent Recurrence
- Emergency Response
- Ergonomics
- Waste

All **onsemi** employees are provided with the contact EHSQuestions@onsemi.com. This inbox is monitored daily to support all employees with any EHS questions, comments or concerns.

EHS Data

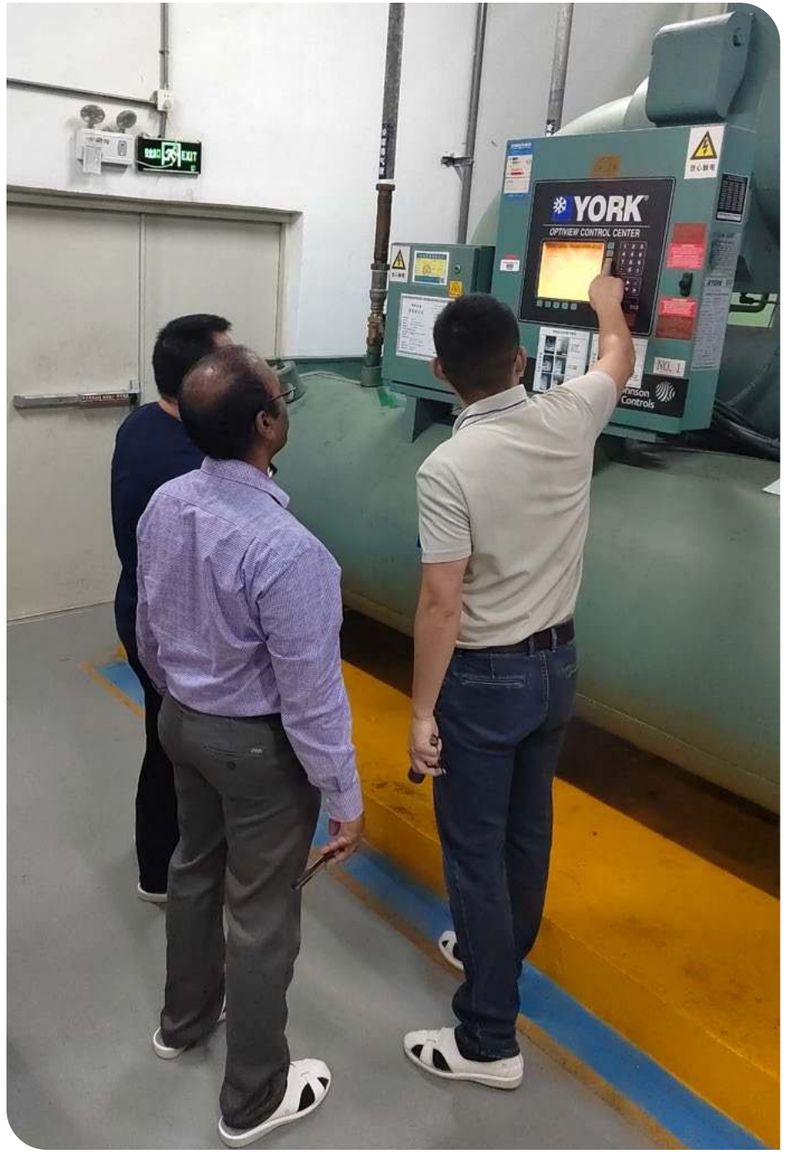
We track and report various EHS metrics to understand the success and trends of our program over time. Although there is minor variability in 2024 and 2023 incident rates of injury and illness, **onsemi's** Total Recordable Incident Rate (TRIR) of 0.150 remains well below the semiconductor industry average of 1.1, as reported by the U.S. Bureau of Labor Statistics.

Total Recordable Incident Rate (TRIR)
(Rate) | Detailed Description of Chart on pg. 98



Disclosure	Unit	2022	2023	2024
Injury Disclosures				
Fatalities, Employees	Incidents	0	0	0
Fatalities, Non-Employees		0	0	0
High-Consequence Work-Related Injuries, Employees		0	0	0
High-Consequence Work-Related Injuries, Non-Employees		0	0	0
Recordable[1] Work-Related Injuries, Employees		40	53	40
Recordable[1] Work-Related Injuries, Non-Employees		2	0	5
Work-Related Ill Health Disclosures				
Fatalities Due to Work-Related Ill Health, Employees	Incidents	0	0	0
Breakdown by Type of Work-Related Ill Health				
Occupational Illness	Incidents	8	2	8
	Percentage	61.5	40	61.5
Dermatitis	Incidents	4	1	4
	Percentage	30.8	20	30.8
Respiratory Disorder	Incidents	1	1	1
	Percentage	7.7	20	7.7
Lightheaded/Dizziness	Incidents	0	1	0
	Percentage	0	20	0
Fainting	Incidents	0	0	0
	Percentage	0	0	0
Rate Calculations[2]				
Lost Time Incident Rate (LTIR) (number of lost time injuries in the reporting period x 1,000,000) / total number of hours worked in the reporting period	Rate	0.31	0.47	0.36
Lost Time Incident Severity Rate (number of days lost due to injuries x 1,000) / total number of hours worked in the reporting period		0.009	0.015	0.009
Total Recordable Incident Rate (TRIR), Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		0.108	0.170	0.150
Total Recordable Incident Rate (TRIR), Non-Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		0.005	NR	NR
Near-Miss Frequency Rate (number of near miss incidents x 200,000) / total number of hours worked in the reporting period		0.016	0.009	0.011

[1] Represents "recordable" injuries or illnesses, as defined by the Occupational Safety and Health Administration.
[2] Based on 52,946,000 hours worked in 2024.



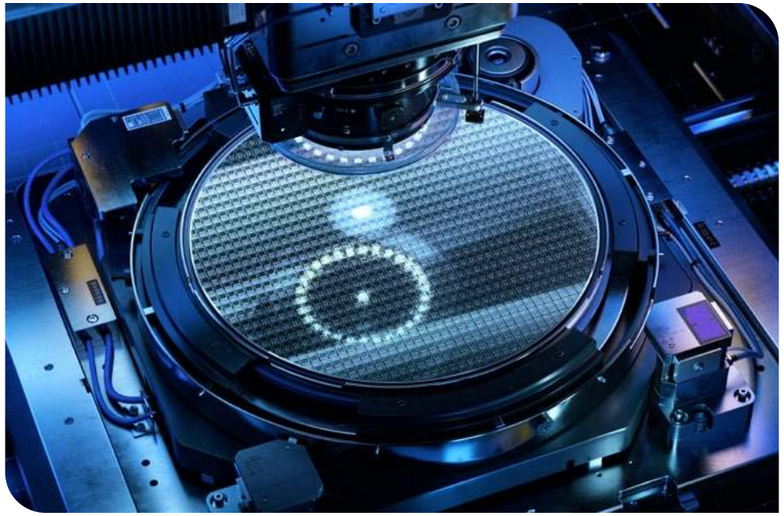
EHS Compliance

All **onsemi** sites are committed to EHS compliance. Sites with regulated emissions and effluents are required to follow local regulations. These legal and other requirements include:

- Permits
- Monitoring and Measuring
- Preventative Maintenance
- Inspections
- Regulatory Reporting

The **onsemi** Compliance Assurance program ensures that our sites comply with local regulations. This program is maintained at sites with regional and global accountability.

In 2024, two **onsemi** sites were issued a monetary penalty related to EHS compliance, totaling $19,070. A United States facility was fined in March for a hazardous waste management violation, and a Vietnam facility was fined in October for improper employee certification. Both fines were paid and corrective actions were taken to prevent future recurrence.



Hazardous Substances Commitment

Process Commitment

All **onsemi** processes are governed by our Process Chemical Brochure, an internal policy. This brochure refers to international environmental regulations concerning chemicals in the manufacturing process. In addition, all sites ensure compliance with all local regulations in the manufacturing processes of **onsemi** products. The environmentally restricted and reportable substances detailed in the Process Chemical Brochure include:

- United States EPA Ozone-Depleting Substances
- Restriction of Hazardous Substances (RoHS)
- Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH)
- China-RoHS

Product Commitment

All **onsemi** products, including packaging, are governed by our Product Chemical Content Brochure. This brochure refers to international environmental regulations concerning chemicals in **onsemi** products produced internally, as well as externally with our manufacturing partners. We restrict the intentional use and presence of certain substances known to be toxic or harmful to the environment in our products. To ensure compliance, external manufacturers (e.g., foundries, subcontractors, etc.) must submit laboratory analyses to verify product and packaging compliance.

Product material composition is available on the **onsemi** website. The environmentally restricted and reportable substances detailed in the Product Chemical Content Brochure are in compliance with the regulation of RoHS, REACH and China-RoHS.

Ensuring Workplace Social Responsibility

- Our Employees
- Inclusion, Belonging and Engagement
- Learning and Development (L&D)
- Employee Compensation and Benefits
- Employee Experience

Our Employees

Overview

At **onsemi**, our success is rooted in our people. The values we hold as a company reflect our dedication to supporting our global workforce. We place high value on building a culture of trust and belonging across the organization. Each employee contributes a unique and diverse perspective that allows us to maintain a competitive advantage in our industry. Our community of employees is located around the world with major facilities in Belgium, Canada, China, the Czech Republic, Germany, Ireland, Japan, Malaysia, the Philippines, Slovakia, South Korea, Taiwan, the United States and Vietnam. As of December 31, 2024 we had more than 26,000 employees operating globally.

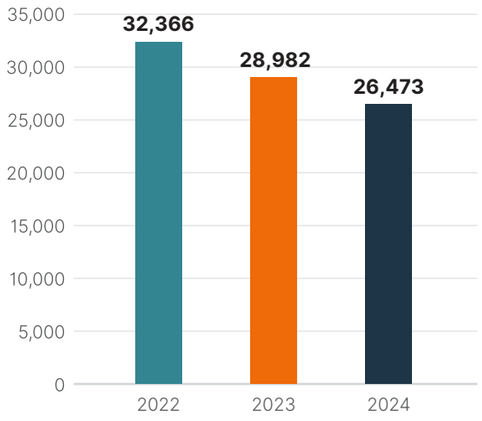
Equal Opportunity Employment

We are an equal opportunity employer and maintain policies and practices that are designed to prevent discrimination against any qualified applicant or employee to the extent prohibited by federal, state and local laws and regulations. Discrimination based on race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, disability, medical condition, genetic information and status as a Vietnam-era or special disabled veteran, political affiliation, union membership, gender orientation or expression is prohibited.

Our policy of non-discrimination applies to all employment practices, including hiring, placement, promotion, compensation, benefits, training and termination.

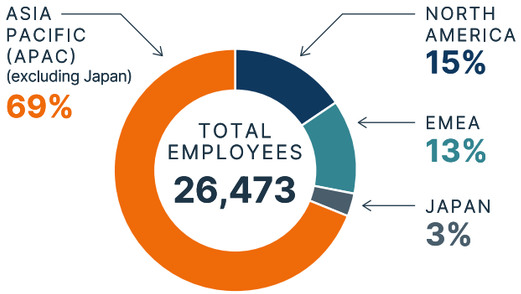
Total Global Workforce

(Employees) | Detailed Description of Chart on pg. 98



Workforce by Region

(Percentage) | Detailed Description of Chart on pg. 98



Disclosure	Unit	2024
Workforce by Country		
China	Percentage	10
Czech Republic		9
India		1
Japan		3
Malaysia		16
Philippines		24
Slovakia		1
South Korea		8
United States		15
Vietnam		8
Other		5

Disclosure	Unit	2024
Workforce by Contract Type		
Regular	Percentage	100[1]
Temporary		6
Regular	Employees	26,473
Temporary		1,630

Disclosure	Unit	2024
Workforce by Work Schedule		
Full-Time (Regular)	Employees	26,382
	Percentage	99.7
Part-Time (Regular)	Employees	91
	Percentage	0.3
Full-Time (Temporary)	Employees	1,627
	Percentage	99.8
Part-Time (Temporary)	Employees	3
	Percentage	0.2

[1] Global headcount consists of Regular Full-Time and Regular Part-Time Employees and Joint Venture Employees. Temporary Employees are not counted towards our global headcount.

Disclosure	Unit	2024
Full-Time Employees (Regular) by Region		
APAC (excluding Japan)	Employees	18,275
	Percentage	69
Japan	Employees	767
	Percentage	3
EMEA	Employees	3,270
	Percentage	13
North America	Employees	4,070
	Percentage	15

Disclosure	Unit	2024
Part-Time Employees (Regular) by Region		
APAC (excluding Japan)	Employees	7
	Percentage	8
Japan	Employees	0
	Percentage	0
EMEA	Employees	84
	Percentage	92
North America	Employees	0
	Percentage	0

Disclosure	Unit	2024
Contractors and Interns by Region		
APAC (excluding Japan)	Contractors/Interns	135
	Percentage	24
Japan	Contractors/Interns	72
	Percentage	13
EMEA	Contractors/Interns	157
	Percentage	27
North America	Contractors/Interns	208
	Percentage	36

100%

Of Senior Management Hired from Local Community

Recruitment Data

Disclosure	Unit	2024
Total New Hires	Employees	**1,564**
APAC (excluding Japan)	Percentage	51
	Employees	787
Japan	Percentage	2
	Employees	33
EMEA	Percentage	16
	Employees	256
North America	Percentage	31
	Employees	488
Executive	Percentage	0
	Employees	0
SVP	Percentage	0
	Employees	0
VP	Percentage	<1
	Employees	8
Senior Manager	Percentage	2
	Employees	34
Manager	Percentage	2
	Employees	27
Entry Level	Percentage	33
	Employees	516
Frontline	Percentage	31
	Employees	482

Note: Job categories above are defined in alignment with McKinsey benchmarking level definitions.

Retention Data

Disclosure	Unit	2024
Employee Turnover[1]		
Voluntary	Percentage	10
Involuntary		6
APAC (excluding Japan)	Percentage	70
	Employees	2,979
Japan	Percentage	5
	Employees	193
EMEA	Percentage	9
	Employees	400
North America	Percentage	16
	Employees	687
Executive	Percentage	<1
	Employees	1
SVP	Percentage	<1
	Employees	2
VP	Percentage	<1
	Employees	10
Senior Manager	Percentage	1
	Employees	41
Manager	Percentage	2
	Employees	63
Entry Level	Percentage	16
	Employees	692
Frontline	Percentage	66
	Employees	2,803

[1] Represents distribution of a total of 16 percent employee turnover across these categories.

Inclusion, Belonging and Engagement

Overview

At **onsemi**, we are committed to ensuring a culture of inclusion for our employees. We recognize that we are strongest when drawing on the broad experiences, knowledge, cultures and perspectives of all employees around the world. We are proud to celebrate our employees and encourage the creativity and innovation necessary to maintain a competitive advantage in the global marketplace.

Expanding our talent pipeline is critical to keeping our organization well-positioned to handle the changing demands of our industry. We foster an environment of belonging where everyone can thrive and succeed. At **onsemi**, all employees have the same opportunities to develop skills consistent with our business objectives and core values of Purpose, Innovation and Excellence.

We participate in various conferences and career fairs around the world throughout the year. We engage with multiple organizations to attract a highly qualified workforce. Some of our partners include:

- Strategic partner schools in the United States to provide opportunities for internships and employment.
- Embedded partnerships with local universities in Europe enable us to consult on curriculum to better prepare graduates for the semiconductor industry.
- Alumni connections in Asia allow us to pair current **onsemi** employees with their alma mater to organize pre-placement talks and showcase our technology to attract top talent from engineering programs.

Employee Resource Groups

Our six Employee Resource Groups (ERGs) are employee-led and open to everyone. These groups evolve through organic formation and are business-facing resources that support our recruitment, retention, development and advancement objectives.

ERGs are critical resources to our organization and provide key insights that drive continuous improvements to our policies, practices and procedures. In 2024, one of our ERGs helped our University Relations team to recruit at some of our strategic partner schools, as well as at an annual conference and career fair. These efforts provided prospective candidates with an opportunity to connect with existing employees and get a better sense of our organizational culture, innovative products and company performance.

We also sponsored the attendance of multiple employees at conferences around the world for professional development. These leaders were able to listen to and learn from experts in various areas.

Another ERG hosted sessions throughout the year on supporting colleagues in the workplace and mental health. Our multigenerational ERG planned several key events, including a lunch and learn session with a Science, Technology, Engineering, Art and Math (STEAM) grantee that supports economic mobility. We are excited about the work that they will do in India to train and place people in technology roles.

As a global employer, we engage and address the local needs of all employees.

"I participate in events driven by ERGs, which provide opportunities for networking, professional development and community outreach. onsemi ERGs provide a community within the company with colleagues that have shared personal experiences, beyond our professional connection. Through these groups — which are open to everyone — I have expanded my network and had opportunities to represent the organization at various events in the community."

— Michael Vega, Product Line Manager; Scottsdale, AZ

For International Women's Day in March, Intergeneration Month in September and International Men's Day in November, we hosted global panel events to highlight employees, share experiences and career journeys and provide opportunities for employees to engage around key topics.

In honor of World Food Day on October 16, numerous sites around the world participated in food drives, giving campaigns and volunteering events to address local food insecurity. This signature event began in 2023 and has been widely embraced by our employees.

These events brought our employees together for meaningful and fun team-building opportunities that increased employee engagement and strengthened the employee experience.

Over the course of the year, we celebrated diverse cultural milestones that resonated with our global workforce. A key highlight of this approach was introducing employee storytelling in which we featured employees from multiple countries sharing how they celebrate their holidays. One standout moment was our focus on the Lunar New Year, where employees from various countries shared their unique traditions. This initiative not only deepened understanding of this significant celebration but also enhanced cultural competence within our team worldwide.

External Benchmarking

onsemi participates in industry-recognized surveys annually to ensure we are accurately measuring the performance of our internal initiatives against external benchmarks. Our participation helps to inform key reports and provide context on emerging trends.

Learning and Development (L&D)

Overview

onsemi is committed to investing in the development of all its employees through various training and leadership programs. Recognizing the vital role of employees in our success, we offer global programs for career advancement and growth. Our L&D initiatives are divided into leadership development, professional development and compliance training. From day one, we ensure new employees have the necessary information to thrive at the company.

"The leadership program was a great opportunity to reflect on my work and habits at the hand of frameworks structuring the analysis: self-management, team leadership and building habits. To me, one of the strengths I took away from this leadership program is the invitation to be more proactive and mindful in the work ahead of us. Be in control, take a pause and choose the work that makes most impact and creates value to the company."

— Anthony Coyette, EDA Tool Engineer; Mechelen, Belgium

Leadership Development Training

Managing and Leading at **onsemi** Programs

We recognize that individuals at all levels are on their own leadership journey. We are committed to providing our leaders with the tools necessary to succeed. We have two leadership programs to help managers build their capability to effectively manage employees and grow as leaders in the organization. The cohort-based programs take new and mid-level managers through curated instructor-led classes and self-directed courses over three to four months.

Managing and Leading at **onsemi** are designed to help leaders develop new capabilities and challenge current mindsets. Key talent and new managers at **onsemi** may be nominated to participate.

Managing at **onsemi**

Our Managing at **onsemi** program is geared towards new managers and consists of 17 hours of learning. In 2024, 289 employees participated in the Managing at **onsemi** program globally.

Leading at **onsemi**

The Leading at **onsemi** program is geared towards mid-level experienced managers, high-performance leaders and critical talent at the company. The program consists of 20 learning hours. In 2024, 246 employees participated in the Leading at **onsemi** program globally.

Learning and Development Data[1]

Disclosure	Unit	2022	2023	2024
Average Hours of Training Per Employee	Hours	5.9	4.4	3.2
Employees Receiving Training	Number	12,405	17,246	9,647
	Percentage	38[2]	60[3]	34[4]

[1] Data from E-Learning platform does not include technical training or hours from leadership development programs.
[2] Based on a population of 32,366 employees.
[3] Based on a population of 28,982 employees.
[4] Based on a population of 28,622 employees.

Professional Development Training

Instructor-Led Training

Throughout 2024, **onsemi** continued to offer instructor-led professional development training sessions for employees. Given our global footprint, our instructor-led training courses are offered in various formats and languages to ensure all employees can take advantage of and learn from these professional development opportunities.

By leveraging hybrid training and collaboration platforms, employees across the globe can participate in instructor-led and interactive training sessions facilitated by professional, internally certified instructors.

E-Learning

Employees globally can access online learning platforms featuring third-party and custom **onsemi** training content. **onsemi** offers all employees an enterprise license to LinkedIn Learning, offering more than 22,000 video-based courses and AI-driven skill-based recommendations for professional development.

Business and operational leaders at **onsemi** curate custom learning paths in LinkedIn Learning, guiding our workforce to focus on skills and topics critical to their roles.

LinkedIn Learning content is available to employees 24 hours, seven days a week on any computer or mobile device. In 2024, employees completed more than 17,143 courses and engaged in 22,698 hours of learning through LinkedIn Learning.

Uploading customized, curated and engaging content for employees expands our custom development offering, including content from HR, Finance, EHS and other departments.

Courses cover a wide array of professional development, leadership, management, business acumen and technology training subjects. Global HR promotes various learning topics on our internal SharePoint site and regional HR leadership recommends relevant courses to local employee groups.

Global Compliance and Mandatory Training

L&D coordinates the production and delivery of compliance training content across the company. New employees at **onsemi** are automatically assigned e-learning modules to fulfill legal and regulatory requirements upon hire and all employees are re-trained on these topics annually.

Global employees must complete the following core compliance training courses:

01. Workplace Harassment Prevention
02. Code of Business Conduct, Social Compliance & Environmental Social Governance
03. Global Quality Awareness / Enterprise Excellence Quality Culture
04. Global Trade Compliance
05. Global Data Privacy
06. Information Security Awareness and Cybersecurity Training

New Employee Orientation (NEO)

The NEO program is **onsemi's** opportunity to engage with new employees globally. This includes vital first day and week information and key touchpoints from various functional areas, ensuring our new employees are positioned for success in their careers at the company.

100%

Of eligible employees received and completed a performance appraisal between December 2023 and May 2024.

Employee Compensation and Benefits

Overview

We strongly believe setting clear performance expectations and goals leads to an overall improvement in business performance. We encourage managers to use fair performance management processes by setting clear expectations, delivering regular feedback and identifying career paths and development opportunities.

Performance Management

onsemi's performance management process reinforces our commitment to recognize and distribute rewards that reflect each employee's personal contribution and ensures we distinguish top performers. We do this through our year-long performance management cycle, which will look different for each employee based on their role. The cycle includes goals, quarterly check-ins, self-assessments, 360 feedback, performance appraisals and annual performance conversations with a manager.

Compensation and Awards

To recognize employees who make a positive impact at **onsemi**, we offer a variety of reward and performance recognition programs. These programs generally include competitive base salaries, performance-based cash incentives and equity awards, an employee stock purchase plan (subject to location), comprehensive healthcare plans and company contributions to retirement plans, which ensure employees have the means to adequately prepare for life after **onsemi**.

Benefits and Programs

onsemi offers a competitive benefits package tailored to the needs of our global workforce. Managed regionally, our HR team is kept up to date on benefits trends to ensure our offerings are well-rounded and competitive. We regularly benchmark our packages across the largest and most credible benefits survey data in the industry. Annually, we review both plan design and cost to maintain high standards and ensure we are aligned with the market. All regions offer a range of health and wellness programs, time off and savings benefit programs. Most programs are open for all employees from their first day of employment, although some apply a vesting period or minimum requirement of working hours per week.

North America Benefits Program Highlights:

Benefit Name	Description
Fertility Treatment	**onsemi's** medical plan offers a maximum of $15,000 per member, per lifetime (combined medical and prescription drug benefit) for coverage related to the treatment of infertility.
Adoption Assistance	**onsemi** offers a maximum $15,000 lifetime benefit for reimbursement of expenses associated with adopting a child.
Domestic Partner Coverage	**onsemi** employees' domestic partners and their domestic partners' children are eligible for benefit coverage once the appropriate paperwork has been submitted. Coverage includes medical, dental, vision, life insurance, voluntary benefits and more.
Lyra	**onsemi** believes that our employees and their families' emotional health are vital to the productivity and overall well-being of our employees and that sometimes expert assistance can help an employee deal with outside-of-work difficulties. Lyra provides a variety of services to help employees and their families deal with anything that life might throw their way. Lyra offers confidential mental health support, including tools for burnout, anxiety or depression, caregiver stress, racial stress/trauma or even ways to improve relationships. Expert and compassionate support for all types of needs and preferences is provided to employees and their family members at no cost.
Health Advocate	Health Advocate offers confidential support to help make sense of healthcare. Services are provided by Personal Health Advocates, typically registered nurses, backed by a team of medical directors and administrative experts who will aid in a variety of topics, including identifying leading healthcare providers and institutions, sorting out claim questions, billing and payment arrangements and related administrative issues, securing second opinions to help provide peace of mind and much more. Health Advocate is provided to employees and their family members at no cost.

EMEA Benefits Program Highlights:

Benefit Name	Description
Meditation Space Germany	Meditation and relaxation rooms are available onsite for employees to use throughout the day.
Bicycle Plan Germany	All employees in Germany can buy a bike at a discounted cost through a third-party vendor that is allowing them to tax optimize their salary.
Green Commuting Belgium	Employees who are entitled to a company car are required to choose an electric vehicle; employees who are not entitled to a company car are entitled to a bicycle allowance.
Wellness Subsidy Czech Republic, Slovakia, Romania	All employees receive monthly credits to be used for their well-being activities. Employees receive debit cards that can be used to pay only for well-being activities (sports, cultural activities, wellness, health products, etc). Credits are added monthly; amounts are based on employee seniority.
Bike Storage Onsite Slovakia & Romania	Employees are encouraged to bike to work to boost wellness, eliminate carbon emissions from commuting and reduce traffic congestion. Bike storage and showers are available onsite for employees to use once they arrive at the office.

APAC Benefits Program Highlights:

Benefit Name	Description
Wellness Program Malaysia	**onsemi** in Malaysia collaborates with hospitals to provide wellness talks on breast cancer and diabetes awareness to employees. Blood donation campaigns and health screenings are also organized to raise awareness on basic screening for healthy lifestyles of our employees.
Employee Assistance Program (EAP) China Sales & BUs	Sales and business units in China provide a full range of high-quality EAP services for employees, including a mental counseling hotline, one-on-one professional mental counseling, live mental health lectures and activities, a mental health self-assessment and recorded mental health courses employees can view when needed.
Wellness Program & Onsite Clinic Vietnam	**onsemi** in Vietnam hosts wellness talks on stress management to help employees address and manage their stress in both their professional and personal lives. They also organize sports events, such as football and other traditional sports, to further promote employee health. **onsemi** in Vietnam provides an onsite clinic for employees to use. Employees can be seen by the attending doctor or nurse based on the severity of their illness.
Sports Club China (Suzhou)	The **onsemi** labor union offers a sports club that includes badminton, table tennis, basketball, football and bowling. This benefit allows employees to participate in both internal and external competitions organized by local companies, communities and the government.
Wellness Program Taiwan Sales & BUs	**onsemi** sales and business units in Taiwan provide a comprehensive wellness program that addresses multiple dimensions of employee well-being: • Onsite medical support to help employees monitor their health status early • One-on-one mental counseling services, available three times a year • Various lectures and workshops on topics related to social, emotional, community, physical and financial well-being • A company-wide walking program to encourage regular exercise and reduce carbon emissions
Wellness Program Philippines	**onsemi** in the Philippines offers monthly health and wellness education for employees, covering topics such as mental health awareness, anger management, burnout and workplace stress management. Additionally, all employees are required to undergo an annual medical and physical checkup.

Employee Experience

onsemi is committed to optimizing the employee experience for all team members around the globe. Companies with a highly engaged workforce benefit from higher retention, productivity, profits and customer satisfaction.

In 2024, we built multiple listening posts across the employee journey so that we could hear both positive and constructive feedback directly from employees during their time at **onsemi**. Across surveys, we saw increases in participation and in satisfaction, which are both markers of engagement. While onboarding, all new employees are invited to share their sentiment on the process. In 2024, we consistently averaged 90% or higher positive sentiment related to our onboarding experience — a demonstration of our commitment to providing a strong experience from Day One and continuously improving our program based on constructive feedback.

Our 2024 annual Employee Experience Survey provided us with deep insight into how employees feel about **onsemi** as a workplace. We analyzed data across regions, countries and business units and provided quantitative sentiment results to our L2 and L3 leaders to allow them to share with their teams. Nearly 20,000 employees responded to the survey. The majority of respondents would recommend **onsemi** as a great place to work. We strive to attract strong talent and place them in roles where they can thrive. More than 80% of our participants expressed that they feel their strengths are best suited to their role and that they have clarity around accountability and how their work impacts customers. This is consistent across all regions, tenures and manager/non-manager roles.

To deepen our focus on actioning feedback, we created our first Global EX Action Team this year with representatives from across the business to help drive improvement. Tracking actions and progress across the globe builds a stronger experience for employees.

At **onsemi**, we have established our core values and DNA traits, which are the foundation for the positive work culture we are building together. We thread our core values and DNA traits into our processes to further connect our workforce and have established centralized Employee Experience and Core Values resources in various languages to increase accessibility. Through our collaborative efforts with our Talent Centers of Excellence, HR Business Partners and Leaders across our business units, we will continue making **onsemi** an even better place to work and attract and retain the workforce we need to drive our mission forward toward a more sustainable future.

Impacting Our Community Through Giving

- Giving Now Program and Community Investments

Giving Now Program and Community Investments

Giving Now Program

At **onsemi**, we care about how we work, how we impact the environment and how we give back to the customers and communities we serve. We invest in our communities through our Giving Now program, a corporate philanthropy initiative that reflects our core values and technology focused on a sustainable future. We leverage the collective power of our employees and partner with organizations around the world to create impact in three simple ways:

01. We are passionate about driving change to make the world a better place. We build trust with our stakeholders by enabling them with technology and supporting our giving initiatives.
02. We demonstrate our commitment to social impact through our Giving Now philanthropic program, which funds various causes and projects that align with our goals and values.
03. We celebrate our employees' volunteerism and generosity by matching their donations and rewarding their hours of service.

Since 2016, **onsemi** has contributed more than $14 million in grants for disaster relief efforts, employee matching and dollars-for-doers and more. We are proud of our achievements and excited for the future.

2024 Giving and Community Investments Summary

			Giving Priority		
Category	**Amount**	**Percentage of Total**	**Give to Donate**	**Give to Educate**	**Give to Help**
Charitable Donations[1,3]	$1,000,000	29%	$1,000,000	$0	$0
Community Investments[2,3]	$2,400,000	71%	$0	$2,000,000	$400,000
Totals	**$3.4 Million**	**100%**	**$3.4 Million — Tied to Giving Now Program Initiatives**		

[1] Charitable Donations: One-off or occasional support to worthy causes in response to the needs and appeals of charitable and community organizations, requests from employees, etc., and includes matching employee donations.
[2] Community Investments: Long-term involvement and partnership with community organizations to address social issues, including through grants.
[3] Adapted from guidance tied to the London Benchmarking Group model for documenting types of philanthropic activities at companies.

Give to Donate

At **onsemi**, we are not only innovators of smart technology and green energy — we are also champions of social good. Our expanded 2024 Giving Now program makes it easier and more rewarding for our employees to share their generosity with the world through either monetary donations and/or volunteerism. Through a combined annual allowance for both types of giving, employees can contribute up to $2,000 USD (or local equivalent) per year, per eligible person. Whether they prefer to donate money or time, or a mix of both, **onsemi** will match their efforts to qualified organizations, dollar for dollar and hour for hour. To make giving and volunteering easier and more fun, we use the Giving Now platform, allowing our employees to donate their time, money or goods to any of the eligible causes in the database and take advantage of our company matching.

We believe that our community involvement is strongest when we encourage and support our employees to give their time, talent, effort and energy to causes they care about. Through our employee volunteer program, employees can volunteer with approved organizations of their choosing during company time, for eight to 12 hours per year (depending on their role at the company), while receiving their normal pay. To reward these positive contributions, we also match our employees' volunteer efforts through a dollars-for-doers program, where **onsemi** donates $10 per hour to approved charities and educational institutions for each hour volunteered (up to annual limits).

We continued our 200 percent matching program launched in 2023 and expanded the program in 2024 to include a double match for volunteer dollars-for-doers ($20 per hour vs. $10 per hour). We launched ten 200 percent match campaigns with an ambitious goal of raising $100,000 for causes offering initiatives in alignment with ERG objectives. Through creative collaborations with **onsemi** ERGs, we raised just under $109,000 in funding support for 63 causes across 16 countries. In 2024, we saw the highest employee engagement numbers in the program's history. Our employees logged approximately 10,500 hours of volunteer work, a 62% increase compared to 2023.

onsemi once again celebrated Global Volunteer Month in April, one of the Giving Now program's signature events. Our employees connected with their colleagues and local communities through 18 company-sponsored volunteer events around the globe. More than 320 employees volunteered nearly 1,300 hours, generating nearly $13,000 in dollars-for-doers. During Global Volunteer Month, we helped clean up the coast in the Philippines, removed more than 1,000 tons of litter from local waterways in Vietnam, planted more than 600 mangrove saplings in Malaysia, transformed a campsite for Girl Scouts and built playhouses for children of military and first responder families in the United States, among other meaningful volunteer activities around the globe.

HIGHLIGHTS

$2,000

Matched annually by **onsemi** for employee donations and volunteer hours, per employee.

62%

Increase in employee volunteer hours in 2024.

$109,000

Raised through 200% match campaigns supporting 63 causes in 16 countries.

Give to Help

At **onsemi**, we stand with our customers and communities in times of crisis and help them recover and restore their lives. In 2024, we matched our employees' donations of more than $40,000 to provide local disaster relief support.

Globally, natural disasters have devastatingly become a normal part of everyday life due to climate change. 2024 started with a major earthquake that caused significant damage in Japan, destroying thousands of buildings and killing hundreds of people while displacing thousands more. **onsemi** and its employees responded by raising more than $16,500 for disaster preparedness and relief services in Japan.

onsemi employees also showed solidarity for those impacted by wildfires that ravaged the Western United States as well as Hurricane Helene by raising nearly $14,000 to support recovery efforts.

In Europe, employees also raised more than $4,200 for similar relief causes and for those who continue to be impacted by conflict in the Middle East.

Lastly, we issued 19 mini grants totaling $204,000 in areas where we operate to support urgent and essential community needs. These projects included health and human services initiatives in China, such as buying automated external defibrillators for first aid stations in the Red Cross of the Shizhong District of Leshan City, as well as efforts in Europe, including helping children with disabilities in Belgium, supporting a food bank in Sweden and opening a holiday home for children battling cancer in Italy.

Give to Educate

onsemi also makes it a mission to spark the curiosity and creativity of the next-generation of innovators. Through our ON Semiconductor Foundation, we support education for underserved children, giving them the tools and opportunities to explore the wonders of STEAM.

In 2024, **onsemi** increased giving and impact by awarding a record-breaking $2 million to 52 organizations that share their vision of empowering students in underserved communities — a 47 percent jump from the previous year. With this cycle's grant awards, we deepened strategic relationships and expanded our reach to support STEAM education outcomes from elementary-age students to adult learners. With our continued support, we aim to help students be both curious learners and innovative leaders in the semiconductor industry and beyond.

Some of the incredible organizations **onsemi** partners with to inspire learners to explore working in STEAM careers include:

IEEE Foundation: IEEE Foundation's global platform 'TryEngineering' engages teachers, students and volunteers from more than 100 countries, including the places around the world where **onsemi** has facilities. This program will provide high-quality professional development activities using semiconductor curriculum resources to help pre-university teachers of adolescents.

Project Lead The Way, Inc.: This funding from **onsemi** expands access to STEM education for elementary and high school students in Arizona and other priority communities after **onsemi's** funding supported the organization's middle school program in 2023. This initiative aims to ignite an interest in STEM from early learners to high school students, providing them with the tools and resources to explore various STEM careers.

Save the Children Korea: The STEAM Convergence Coding Education Program aims to inform students of the seriousness of the climate crisis and teach them technical approaches to addressing it. Through the process of collecting and analyzing environmental data using microbits, students can understand the causes and effects of climate change and seek innovative solutions to protect the environment.

MINT-Campus Dachau e.V.: Based in Germany, this STEM Activity for Photovoltaic Moves is a new mechanical, electrical, programming and design engineering project where students build and mount solar panels on a building, including the circuit housing and the electrical work. The Energy Savings Village exposes youth to energy savings solutions. In hands-on experiments, they review energy waste, discuss ways to improve energy saving and experiment and test the impact on climate protection for the entire town.

Learn more and view a full list of **2024 grant recipients**.

"Project Lead The Way (PLTW) is grateful for its partnership with the ON Semiconductor Foundation that has increased access to high-quality, hands-on STEM education for nearly 6,500 students and 30 teachers in communities where onsemi has a physical presence.

Students in PLTW classrooms are developing essential career readiness skills and STEM confidence as they engage in real-world problem solving. Our national partnership with onsemi is preparing the workforce of the future by equipping students with the technical knowledge and durable skills employers seek."

— Dave Dimmett, CEO of Project Lead the Way

2024 Giving Now Program Highlights

onsemi teams supported a global World Food Day campaign in October by volunteering to address food insecurity. Fourteen giving campaigns and 19 volunteer activities around the world offered a 200 percent donation match and dollars-for-doers incentive. With more than 310 donors and 450 employees volunteering more than 850 hours, we raised more than $40,000 supporting 22 causes across 9 countries.

In August, **onsemi's** team in Vietnam partnered with Gaia Nature Conservation to launch a forest planting program at Ta Kou Nature Reserve. More than 100 employee volunteers planted 500 trees, receiving expert guidance to ensure a high survival rate for the saplings. This initiative helps restore the ecosystem, prevent soil erosion and improve air quality, demonstrating our commitment to sustainable activities.

onsemi also donated used technology to support education and sustainability. **onsemi** gave away nearly 200 monitors of various sizes and more than 650 laptops to a Phoenix-based cause, Arizona Students Recycling Used Technology, which refurbishes and donates technology equipment to schools and nonprofits serving under-resourced students and residents of Arizona. The monitors and laptops were valued at more than $103,000 and will help enhance the learning experience of students as well as assist schools and other nonprofits that need them.

giving now
donate, educate, help

onsemi continued its support for Giving Tuesday, a globally recognized day of giving. Employees (except those in China) received a $10 reward on the Giving Now platform to donate to their favorite causes. This resulted in more than 3,400 employees engaging to provide more than $40,000 in donations to 954 causes globally. The largest share of campaign contributions supported organizations focused on: human services; civil rights, social action and advocacy; arts, culture and humanities; and animal-related causes.

HIGHLIGHTS

$3.4 million

Donated in charitable donations to the global community.

10,500

Hours volunteered in 2024 by more than 2,000 employees.

Committing to a Responsible Business

- Corporate Governance
- Enterprise Risk Management and Business Continuity
- Climate Scenario Analysis and Risk Disclosure
- Ethics and Compliance
- Fair Treatment
- Supply Chain
- Information Protection
- Public Policy
- Quality

Corporate Governance

Overview

All business conducted by employees, managers and officers at **onsemi** is under the direction of the CEO and the oversight of the company's Board of Directors. The Board and its standing committees have at least four scheduled meetings annually to review and discuss reports by management, as well as the performance of the company. Our corporate governance principles set forth certain requirements under which the Board and management operate.

Board of Directors Summary

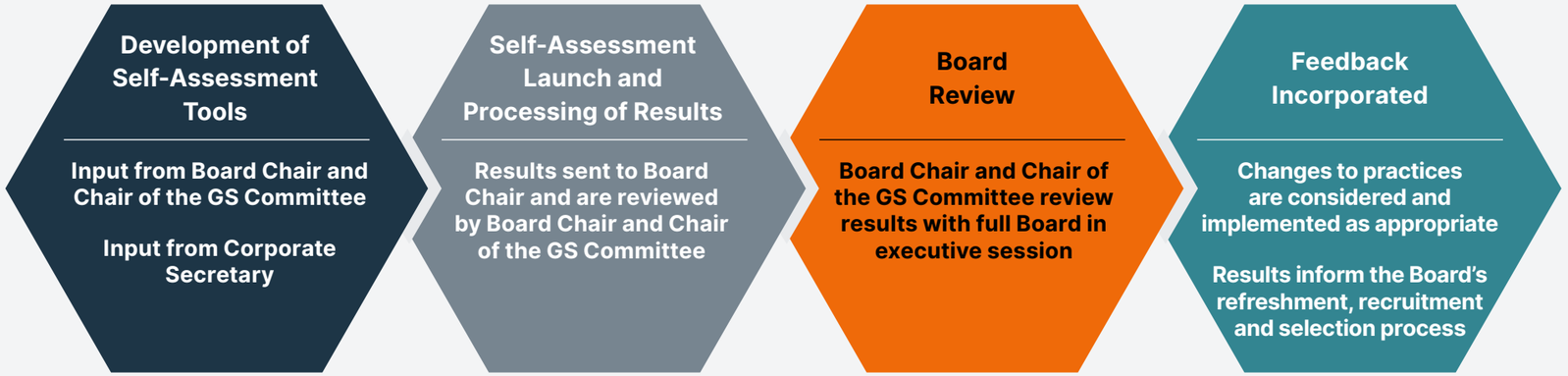
This summary represents the members of **onsemi's** Board of Directors and committee representation, as of December 31, 2024. All directors are independent, aside from Hassane El-Khoury, who also serves as the President and Chief Executive Officer of **onsemi**. We have a Board member age limit of 75 years of age.

We endeavor to have a Board representing diverse experiences and skills in areas that are relevant to our global activities. The Governance and Sustainability Committee considers diversity of experience, thought, skills and viewpoints, as part of the Board's self-evaluation process and in its evaluation of potential candidates to serve on the Board.

Board Member	Gender	Age	Tenure	Committees	Semiconductor / Technology	Public Company Management	International	Environmental Social Governance (ESG)	Manufacturing	Finance	Compliance	Mergers and Acquisitions	Marketing	Government Relations	Sustainability/Climate	Information Security	Enterprise Risk Management (ERM)
Alan Campbell	Male	67	10	Executive (Chair), Audit, Governance and Sustainability	●	●	●		●	●	●	●				●	●
Susan K. Carter	Female	66	5	Audit (Chair), Governance and Sustainability		●	●	●	●	●	●	●		●	●	●	●
Thomas L. Deitrich	Male	58	5	Governance and Sustainability, Human Capital and Compensation	●	●	●	●	●	●		●	●	●	●	●	●
Hassane El-Khoury	Male	45	5	Executive	●	●	●	●	●	●	●	●	●	●	●	●	●
Bruce E. Kiddoo	Male	64	5	Audit	●	●	●	●	●	●	●	●				●	●
Christina Lampe-Önnerud	Female	58	2	Audit			●	●	●				●		●		
Paul A. Mascarenas	Male	63	11	Governance and Sustainability (Chair), Executive, Human Capital and Compensation	●	●	●	●	●			●			●		●
Gregory L. Waters	Male	64	5	Executive, Human Capital and Compensation	●	●	●	●	●	●		●	●		●	●	●
Christine Y. Yan	Female	59	7	Human Capital and Compensation (Chair)		●	●	●	●			●	●		●	●	

Board Evaluation

Our Board believes that having strong governance principles and practices improves effectiveness and contributes to the creation of long-term stockholder value. To identify and act on areas for improvement, each member of the Board and its committees performs an annual self-evaluation. The Governance and Sustainability (GS) Committee is charged with overseeing the self-evaluations, and in 2024, the GS Committee used the following process to conduct the Board's self-evaluation:



The Board of Directors believes that each of our directors can and does benefit from candid feedback received from fellow directors about their individual performance. Accordingly, we conduct annual peer evaluations to obtain information about each director's individual performance, contributions and effectiveness. These director peer evaluations are critical tools that promote more authentic Board collaboration, improve the skills and perspectives of our directors and allow them to receive constructive feedback from respected colleagues.

Committee Details

onsemi's Board of Directors has established four standing committees:

- Audit Committee
- Governance and Sustainability (GS) Committee
- Human Capital and Compensation (HCC) Committee
- Executive Committee

Each committee is tasked with overseeing various aspects of the company and carrying out the responsibilities specified in its respective charter. To view a copy of the formal written charter pertaining to each standing committee, please visit the **Investor Relations** section of our website.

Committee	Charter Required Minimum	Meetings Held in 2024
Audit	Quarterly Meetings	10
Executive	Meet As Needed	2
Governance and Sustainability	Quarterly Meetings	5
Human Capital and Compensation	Quarterly Meetings	6

Board Oversight of ESG

The GS Committee has the responsibility of overseeing ESG matters unless there is a specific matter connected to ESG initiatives that is assigned to another committee of the Board.

The GS Committee has also been tasked with oversight of climate and sustainability-related initiatives and other actions associated with the environment. In turn, the GS Committee will assist the Board in providing guidance and oversight with respect to strategy, risk management, capital expenditures, opportunities and investments in the context of climate change. Throughout the fiscal year, the GS Committee oversaw the progress made in emissions reduction toward our targets. Below the Board level, an ESG Steering Committee, comprised of executives from key functional areas, is responsible for overseeing the key operational aspects of the ESG strategy and progress towards goals, and provides regular updates to the relevant committees of the Board.

Following the introduction of climate-related regulations and mandatory ESG reporting requirements, the Audit Committee took on an increased oversight role concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems. Considering future required disclosures, the Board and management devised an ESG reporting governance structure that includes the GS Committee, the Audit Committee and a specific ESG Disclosure Committee composed of key stakeholders from relevant functional groups. Moving forward, this governance structure will ensure we have the proper processes in place to keep abreast of the increasing regulatory burdens and appropriate controls to ensure the efficacy of the resulting disclosures.

Corporate Incentives Related to Climate and Sustainability

At **onsemi**, we believe that sustainability is everyone's responsibility. It is through our collective contributions from throughout the company that we can achieve our ambitious net zero emission goals. Consequently, our company-wide strategic initiatives reflect this belief and tie corporate incentives to advancing our climate and sustainability objectives.

Enterprise Risk Management and Business Continuity

Overview

The mission of our Enterprise Risk Management (ERM) program is to drive strategic capabilities that preserve and create value for our company by embedding a risk-aware decision-making culture across all functions. The ERM team has developed a process and framework to effectively identify, evaluate, prioritize, manage and report key risks that can impact our company's ability to achieve strategic goals and objectives.

We identify critical risks by interviewing key stakeholders within **onsemi** and reviewing external research on the global risk landscape. Identified risks are then processed, analyzed and prioritized for action. These risks are closely tied to the company's operating and strategic plan. Risk response actions and commitments are tracked for completion regularly. Ultimately, ERM is not considered a separate stand-alone activity but is integrated into the fabric of how we run our business and successfully achieve our goals and objectives.

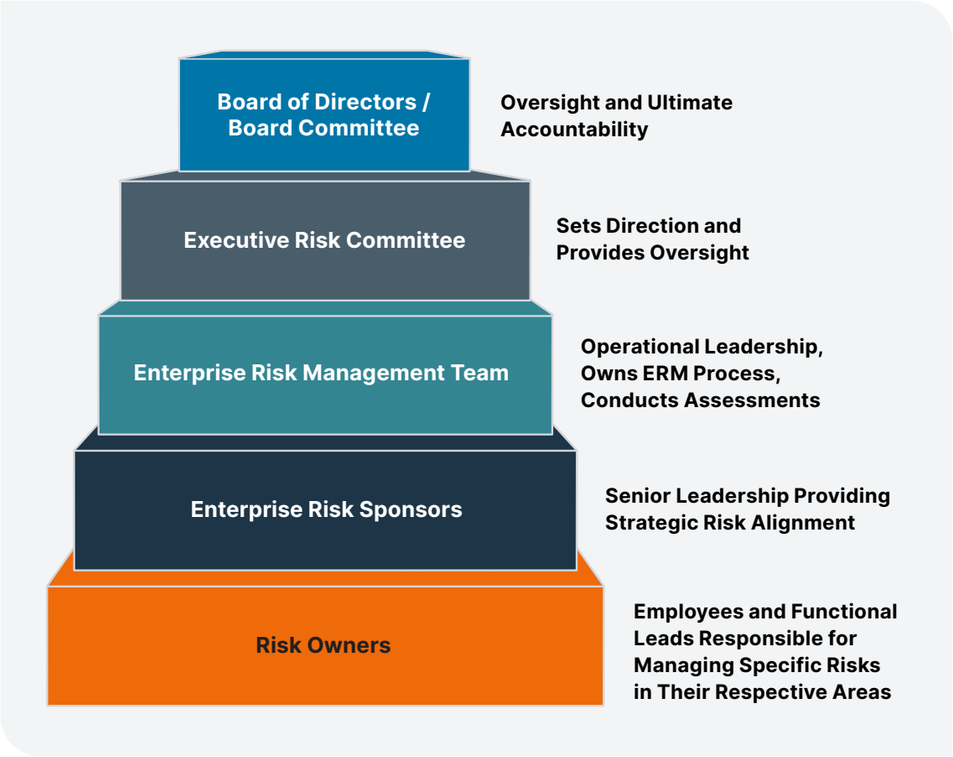
We consider risks across multiple time horizons to align with our business strategy and financial planning activities. We also look at longer-term horizons to capture emerging risks and long-term trends.

To continue to promote a risk-aware culture throughout the company, mandatory ERM training content is distributed to **onsemi** employees (including all full-time employees, interns and select contract employees determined by **onsemi** HR) on an annual basis. This content explains the purpose and scope of ERM within **onsemi**, as well as how employees can more closely collaborate with the ERM team regarding risk management in their organizations.

Management Approach

Our ERM program is overseen by a risk committee comprised of the CEO, Chief Financial Officer (CFO), Chief Legal Officer (CLO), Executive Vice President (EVP) of Global Manufacturing and Operations and SVP of Corporate Strategy. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for key individual risks and work with risk owners who oversee and manage the risks on a day-to-day basis. The Board of Directors has oversight responsibility as it ensures appropriate risk management systems are in place and that risk awareness is incorporated in both the business strategy and overall company decision-making.

ERM Governance Structure



Business Continuity

onsemi understands the importance of business continuity and having systems of prevention, preparation and recovery in place to assist with the disruption of business functions and processes that could affect our customers, partners and other stakeholders. Our business continuity program systematically, consistently and effectively identifies and evaluates priorities and manages key risks and opportunities affecting the company.

We engage with internal and external industry experts to conduct risk assessments at our facilities and at those of our suppliers to identify areas of opportunity. The types of risks we face include:

- Key Equipment Failures
- Interruption from Externally Provided Products, Processes and Services
- Recurring Natural Disasters (such as earthquakes, floods and volcanic eruptions)
- Fires
- Utility Interruptions (such as power outages)
- Cyber-Attacks on Information Systems
- Labor Shortages
- Infrastructure Disruptions (such as breakdown of transportation, water or sewage)
- Pandemics

We maintain a rigorous process in which we consistently analyze risks and work to reduce the likelihood and impact of negative events while identifying how to capitalize on the opportunities provided by the dynamic market and supply chain in which we operate. We recognize that no amount of mitigation and prevention can stop all negative impact events from occurring and engage in a robust process of planning for the response and recovery operations required to minimize impact to our employees, customers, partners and stakeholders.

Climate Scenario Analysis and Risk Disclosure

Overview

Climate-related risks and opportunities have the potential to impact all aspects of our organization. At **onsemi**, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We place a high priority on mitigation and adaptation strategies for any identified climate-related risks and opportunities. Integration at every level of the company allows us to be well-equipped to tackle any challenges that come our way.

Climate Scenario Analysis

We conducted a climate scenario analysis in 2022 in accordance with guidance from the Task Force on Climate-Related Financial Disclosures (TCFD). Three relevant and challenging climate scenarios were used to assume various degrees of warming year 2100 and included social, technological, economic and political developments considered plausible under each warming trajectory.

Scenarios Evaluated

01. Failure to Decarbonize:

Runaway climate change resulting in warming above 3 degrees Celsius (°C) by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change.

02. Orderly Decarbonization:

Orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement development, adoption of sustainable technology and global policies for decarbonization, including carbon pricing.

03. Disorderly Decarbonization:

Disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change.

onsemi used the results of the scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose a material impact. These scenarios are not intended to predict the future, but help us both understand our potential risk exposure and build resilience through activities to enhance our preparedness. There have not been substantial changes to our business conditions, strategy and operations that would warrant the climate scenario analysis findings in 2022 out-of-date. As such, the analysis remains relevant and continues to guide us and our overall business strategy.

Risk and Opportunity Disclosure

At **onsemi**, we have identified potential climate-related risks and opportunities that could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operations and value chain, including our financials, supply chain, workforce, company disclosures and reputation. Climate-related opportunities include transitional and physical opportunities related to increasing demand for **onsemi** products. Our identified climate-related risks and opportunities can impact **onsemi** over the near, medium and long-term depending on the risk or opportunity development and maturity.

For a full list of **onsemi's** climate-related risks and opportunities, see the **Risk and Opportunity Disclosures** tables within our Task Force on Climate-Related Financial Disclosures in the appendix of this report, pg. 81.

Management Response to Risk and Opportunities

Through our scenario analysis, prioritization assessment and other internal risk monitoring processes, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. We monitor various quantitative metrics as disclosed throughout the report, as well as take actions to respond to identified transition and physical risks and capitalize on climate-related opportunities, including:

- Total Greenhouse Gas Emissions
- Total Energy Consumption, Including Percentage from Renewables
- Total Water Withdrawal
- Energy, Emissions and Water Intensity

By identifying and monitoring our climate-related risks and opportunities, we can build resilience and reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.

Ethics and Compliance

Overview

onsemi's Ethics and Compliance Program is designed to assist us in preventing, detecting and responding to unethical or illegal conduct and promote an organizational culture of integrity, accountability and compliance with the law. To do this, ethics and compliance are integrated into every level of our company from the Board of Directors and CEO to individual employees across the globe.

Ethics and Compliance Program

Our Ethics and Compliance Program aims to implement ethical principles into our everyday business operations by providing relevant training and practical guidance, targeted communications and dedicated resources. **onsemi** aspires to be a global leader in demonstrating the power of aligning business objectives with doing the right thing. The ethics and compliance team administers and executes the full program that manages the Code of Business Conduct (Code), related training and education, and oversees the intake, triage and resolution of complaints and questions from our company helpline or other reporting channels. **onsemi** employees are empowered and encouraged to report potential ethics and compliance violations. Working closely with key **onsemi** partners, the ethics and compliance team ensures all concerns are promptly and thoroughly investigated without retaliation.

onsemi always strives to comply with the law, and in several areas, we have adopted policies and practices that go beyond what the law requires to foster a culture of integrity and accountability. The legal department's programs for anti-corruption, trade compliance and data privacy are designed to include all the essential elements for effective compliance, including risk assessments, policies and procedures, training and monitoring and auditing thorough investigations and remediation of misconduct. These legal compliance programs are dynamic and continually evolving as our company grows and the business landscape changes.

Governance Structure

CEO and President	Board of Directors, Audit Committee
SVP, Chief Legal Officer, and Chief Compliance Officer	
Chief Ethics and Compliance Officer, Ethics and Compliance	
Ethics and Compliance	Business Ethics Liaisons, CSR Site Champions, and Subject Matter Experts

Key Stakeholders
Environmental Health and Safety, Global Security, Global Supply Chain Operations, Human Resources, Internal Audit and Other Members of the Legal Department

onsemi Business Ethics Liaisons

Our network of Business Ethics Liaisons (BELs) serves a critical role in promoting and institutionalizing an ethical culture throughout our global operations. The CEO sets the tone by communicating expectations and holding managers accountable for delivering on those expectations. BELs provide expectations at the local and site levels and act as resources for employees seeking guidance or wishing to raise a concern. The BEL network, which is comprised of employees of many job functions and grade levels, is essential to the company's ethical foundation and culture of integrity. Through quarterly calls, BELs get the chance to review reporting metrics, share best practices, receive training and discuss benchmarking trends in ethics and compliance.

The availability of BELs gives employees access to a peer with whom they may raise potential concerns outside of HR and their management chain. The accessibility of this additional reporting channel helps our company integrate ethics and compliance into our culture by building trust at the local level. We consider the fact that employees choose to raise concerns to BELs more than any other reporting channel to reflect the strength of our Ethics and Compliance Program.

Avenues for Reporting

onsemi employees have access to several reporting channels to raise concerns: the BELs, members of the ethics and compliance team, the Chief Compliance Officer, the Chief Ethics and Compliance Officer and a helpline. Our helpline, managed by a third party, is available 24 hours, seven days a week with translator availability to support locations where we do business. Where legally permissible, employees may report to the helpline anonymously.

Helpline

U.S.: 1-844-935-0213
All other locations: Read **country-specific instructions** or refer to **our website**.

Code of Business Conduct

onsemi's **Code of Business Conduct** outlines the broad principles of legal and ethical conduct embraced by our company core values of Purpose, Innovation and Excellence, which guide every business decision. It is the responsibility of our directors, officers and employees to comply with local laws and regulations, embrace our core values and exemplify our commitment to operating ethically.

The Code is structured to comply with the requirements of the Sarbanes-Oxley Act of 2002 (SOX); the Foreign Corrupt Practices Act of 1977; the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and the Listing Rules of the NASDAQ Stock Market LLC, among other laws and regulations. The ethics and compliance team reviews the Code regularly and ensures the Code is available for employees to review in 14 languages, making it easily accessible to employees in all regions where we do business. Every year, the Board of Directors and all employees are required to read and acknowledge their understanding of the Code by taking an online training course. Managers and employees must complete annual workplace harassment awareness training, tailored to meet specific legislative requirements based on their work location. We also require managers and other select individuals to complete additional compliance-related training courses related to topics such as data privacy, trade compliance, etc., depending on areas of focus.

Fair Treatment

Overview

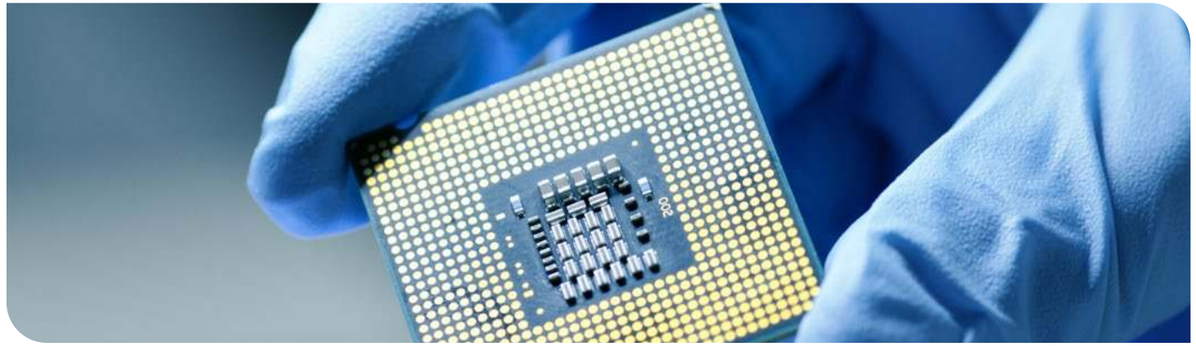
onsemi is committed to preserving and promoting the fundamental rights of others and ensuring everyone is awarded fair treatment. Our company Code of Business Conduct, as well as the Responsible Business Alliance (RBA) Code, covers human rights in several areas, ensuring we have a comprehensive stance on human rights and fair treatment that applies to all **onsemi** employees, joint venture employees, major suppliers (including select service providers) and contractors associated with the manufacture and/or delivery of our products and services. We have several sites with collective bargaining agreements, and we respect our employees' freedom of association with these groups.

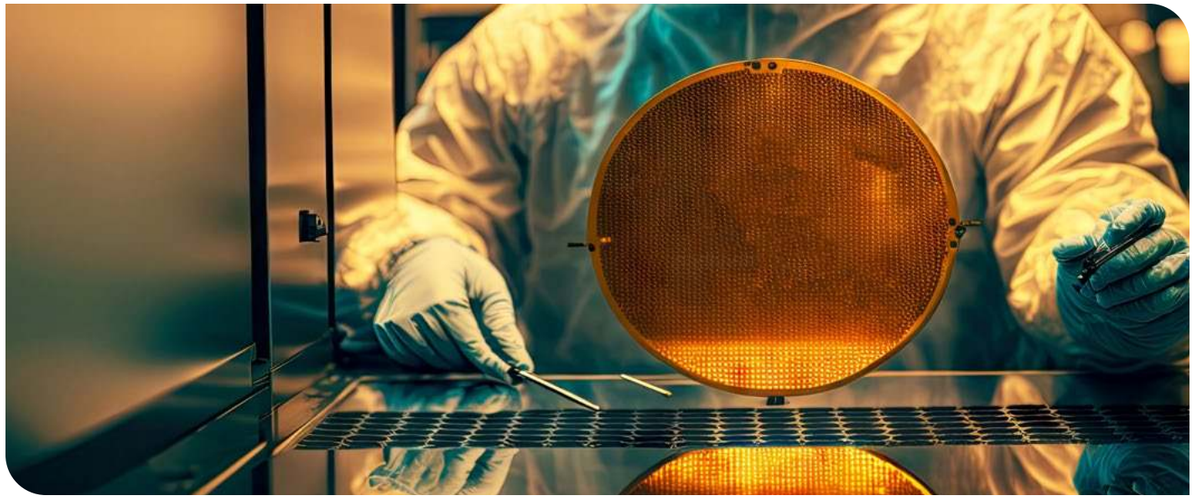
To ensure our approaches are regularly updated, we engage all relevant groups, including, but not limited to, ethics and compliance, EHS, HR, legal, global security and supply chain in our review and due diligence process. Every individual and department is responsible for understanding and upholding the fundamental rights of others.

RBA Member

Overview

The RBA is the world's largest industry coalition dedicated to responsible business conduct in global supply chains. As an RBA member, **onsemi** is required to commit to a common Code of Conduct and use a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of our supply chain. The RBA regularly engages in dialogue and collaborations with workers, governments, civil society, investors and academia to gather the necessary range of perspectives and expertise to support and drive its members toward achieving the RBA mission and the values of a responsible global supply chain. **onsemi** has been a member since 2009 and we reaffirm our commitment to the RBA annually.





Validated Assessment Program (VAP)

One of the most fundamental RBA programs is the VAP. It is the leading standard for onsite compliance verification and effective, shareable audits.

About half of our manufacturing sites are scheduled for VAP audits through RBA annually. We conduct annual internal RBA audits to ensure sites not slated for an official RBA VAP audit remain compliant with RBA Code standards. In 2024, 9 out of 18 **onsemi** manufacturing sites were subject to internal RBA audits and 15 manufacturing sites participated in initial or closing external RBA VAP audits.

The primary value of an onsite compliance audit is the correction of identified issues. The RBA recognizes manufacturing sites that show a commitment to corporate responsibility through verified resolution of the issues identified in a VAP audit. In 2024, 14 out of 15 **onsemi** sites were recognized for their efforts in supporting our global commitment to being a model corporate citizen. The sites were awarded certificates from the RBA.

During 2024, VAP external audits were conducted by independent third parties and we received the following recognition:

- **Platinum (minimum VAP score of 200 and all Priority, Major and Minor findings closed):** East Fishkill, Gresham, Hudson, Nampa, Carmona, Cebu and Tarlac
- **Gold (minimum VAP score of 180 and all Priority and Major findings closed):** Aizu, Rožnov, Seremban ATO and Biên Hòa
- **Silver (minimum VAP score of 160 and all Priority findings closed):** Suzhou, Leshan and Shenzhen

Human Rights

Overview

Our formalized **Human Rights Policy** demonstrates our commitment to preserving, protecting and promoting the fundamental rights of others as reflected in the RBA Code of Conduct, Universal Declaration of Human Rights, United Nations (UN) Guiding Principles on Business and Human Rights and UN Global Compact, to which we are a signatory. Our commitment to international human rights standards and local laws is rooted in our core values and reinforced through our **Code of Business Conduct** and other company policies. All employees participate in an annual training course on our Code of Business Conduct, which includes a specific section emphasizing our commitment to human rights.

Prevention of Slavery and Human Trafficking

To prevent slavery and human trafficking, we implemented our **Slavery and Human Trafficking Policy Statement**, which memorializes our zero-tolerance stance toward human rights violations and outlines the steps we take to ensure awareness of any such violations in our supply chain or in our business. We have implemented policies, procedures and management systems to ensure that all work at our company is voluntary and that workers are legally entitled to leave the company without penalty. **onsemi** also ensures that workers' government-issued identification, original work permits and original personal documentation are not withheld or otherwise destroyed, concealed or confiscated by our company or its labor agents. We train our HR staff and labor agents on the company's practices related to anti-human trafficking and conduct onsite verification to ensure compliance. Incidents of slavery and human trafficking are also verified in our supply chain using risk assessments and site visits.

Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our **ethics helpline** or by directly contacting the National Human Trafficking Hotline to speak with a hotline advocate at 1-888-373-7888 (outside the United States at +1 202-745-0190), the Global Human Trafficking Hotline at 1-844-888-3733 (FREE), or texting "HELP" to 233733 (BEFREE) (outside the United States text "BEFREE" to +1 202-657-4006).

Prevention of Child Labor

Our practice on the use of child and young labor is based upon our global minimum employment age policy, which is reiterated in our **Human Rights Policy**. The purpose of this policy is to define and ensure that sufficient measures and controls are in place to verify the minimum age of individuals working at our company. As a rule, we only employ individuals who are at least 18 years of age by the first day of employment. The only exception to this rule is in China, where the minimum age for employment is 16 years old. To confirm that candidates for employment meet the minimum age requirement, members of our HR department perform due diligence to make sure we comply with federal, state, regional and local requirements. The global minimum age policy also describes the process to follow and the protection afforded in the rare instance of a violation to our policy.

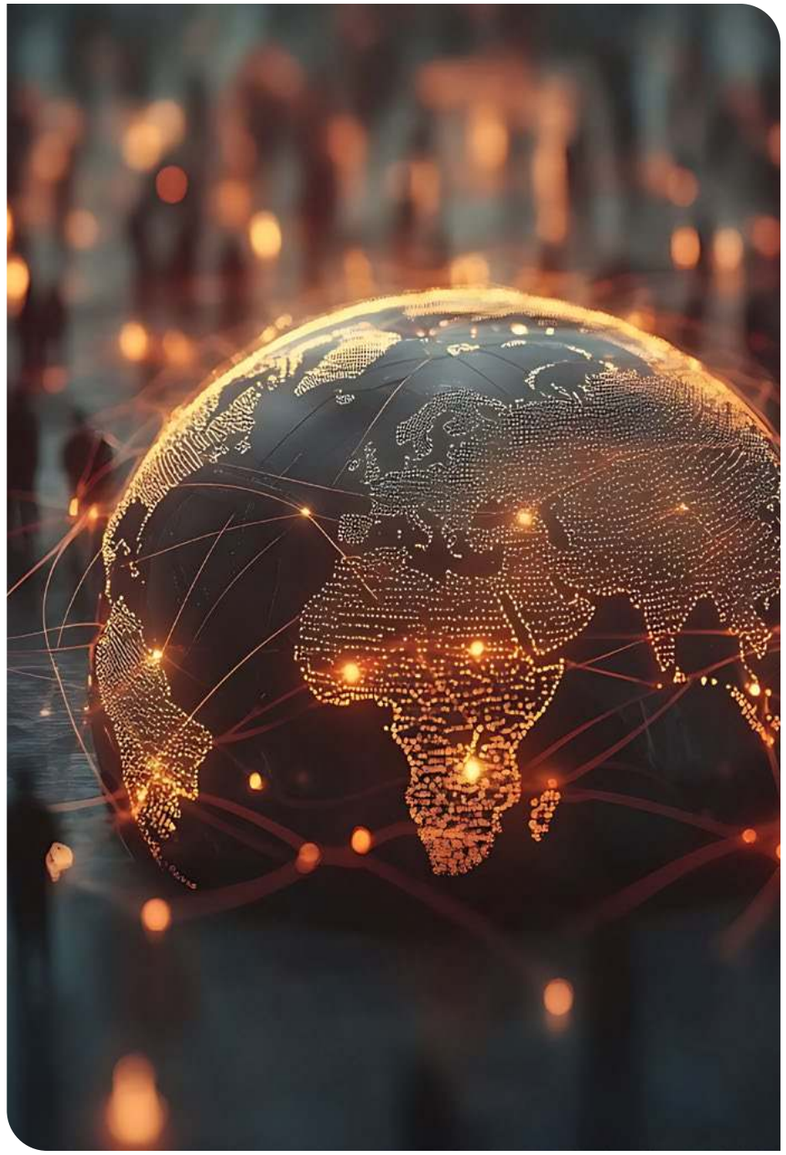
We apply the same minimum age requirement for employment to our supplier companies and labor agencies. We work to ensure that our suppliers have the necessary policies, procedures, measures and controls in place through risk assessments and onsite verification to avoid incidents of child labor within our supply chain.

Freedom of Association

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, bargain collectively, engage in peaceful assembly or refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, HR, BELs or a member of the ethics and compliance team.

Collective Bargaining Disclosure

Disclosure	Unit	2022	2023	2024
Employees Covered by Collective Bargaining Agreements				
Total Workforce	Percentage	27	20	26



Supply Chain

Overview

We are committed to ensuring the highest standards of social responsibility where we live and work. We require that our suppliers provide safe working conditions, treat workers with dignity and respect, prohibit human trafficking and slavery (including the procurement of commercial sex acts and the use of forced or child labor) and promote ethical behavior. We also require that our suppliers use environmentally responsible manufacturing processes and follow principles like those in our **Code of Business Conduct**. As outlined in our **Supplier Handbook**, the supplier must conform to all environmental and other applicable laws and regulations, behave ethically, comply with all social responsibilities and conflict mineral requirements that are required by **onsemi's** **commitment to social compliance**, provide any requested certifications and cascade all applicable requirements through their supply chain.

Our Suppliers

Our supply chain has a multifaceted supply structure of direct materials suppliers, foundry and subcontractor providers, indirect material suppliers and professional service providers deployed across a global sourcing and procurement network.

When possible, we prioritize purchasing from local suppliers. The following table shows the percentage of our 2024 procurement budgets, broken down by region, that was spent on suppliers local to a given site's region. In 2022, we tracked this information only at the manufacturing level.

Additionally, in the United States, we track supplier spend for small businesses against the total U.S. spend. Small business spend in 2024 was 6 percent of total U.S. spend.

Spend on Local Suppliers, by Region

Disclosure	Unit	2022[1]	2023	2024
Asia	Percentage	88	85	88
EMEA		76	33	27
North America		87	78	77
onsemi Total	Percentage	**84**	**66**	**64**

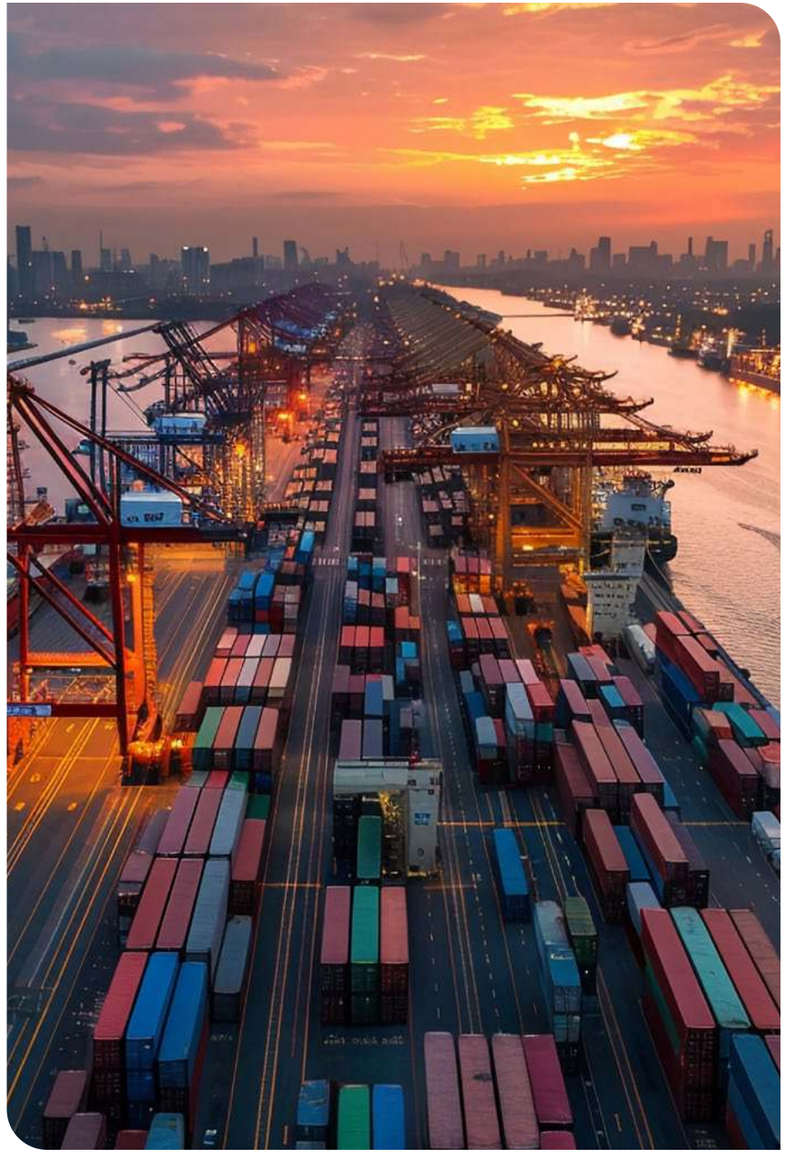
[1] Represents data from manufacturing procurement only.

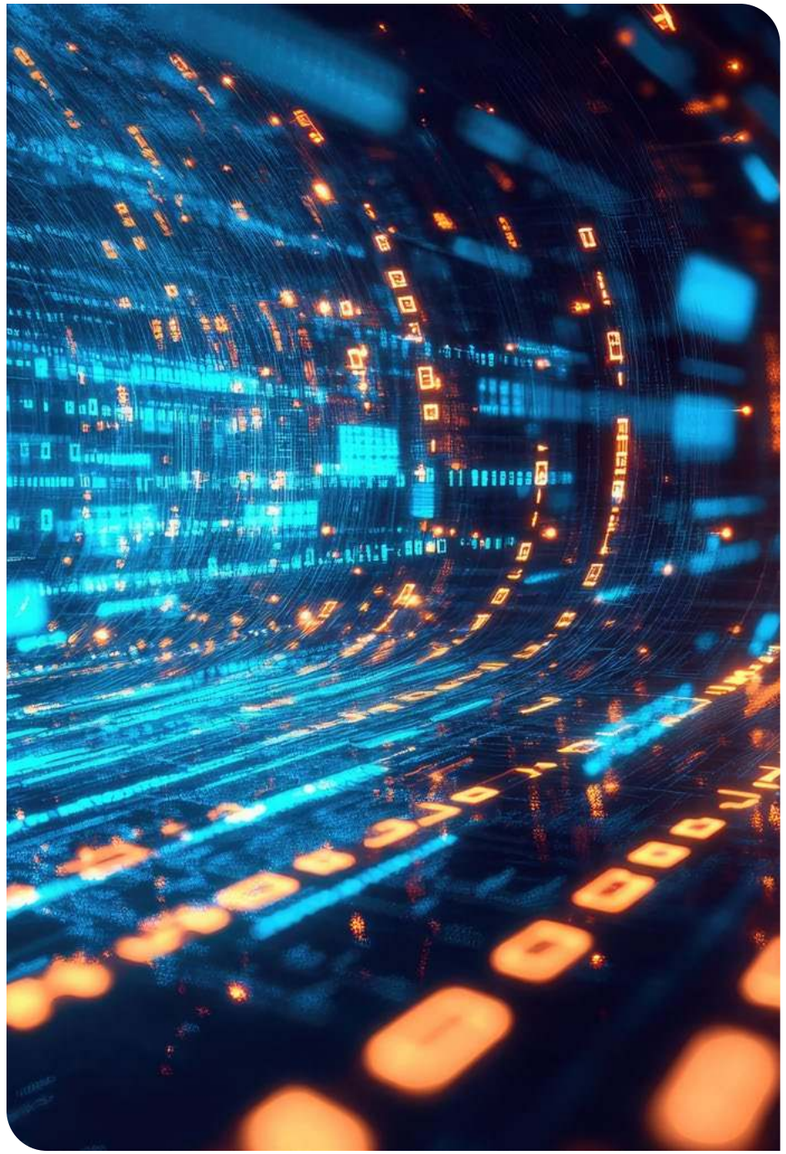
Managing Risk in the Supply Chain

We understand that supply chain risks have the potential to cause disruptions to our manufacturing process, alter our ability to deliver our products to our customers and create a ripple effect impacting all stakeholders. Our procurement team analyzes different factors to manage risk in our supply chain.

For new supplier selection, we consider the financial health, historical performance, geography and risk profile of potential candidates. Once selected, a new supplier is required to adhere to both the RBA Code of Conduct and the **onsemi** Supplier Code of Conduct, which are aligned with our **Supplier Handbook**. We conduct an annual RBA conformance certification and engage with our suppliers regularly. By clearly communicating our expectations, deploying risk assessments, conducting business reviews, launching verification audits and addressing any non-conformance, we encourage healthy and transparent relationships with all our suppliers.

onsemi identifies and monitors suppliers that fall in the top 80 percent of annual production-related spending, as required by being a full member of the RBA. These suppliers are required to complete **RBA's online self-assessment questionnaire** (SAQ) annually. The SAQ evaluates suppliers on a host of different risk parameters, including labor, ethics, supply chain management, environment and health and safety. Suppliers that fall within the identified threshold must share and release the SAQ to **onsemi** through the RBA-Online platform after completion. Our teams work with suppliers flagged as high risk through RBA's SAQ process to develop corrective action plans and ensure these risk areas are addressed accordingly.





Responsible Minerals Sourcing

Responsible minerals sourcing has progressed beyond tantalum, tin, tungsten and gold (3TG) to address global human rights violations, especially with the emerging focus on forced labor. As an active member of the RBA and Responsible Minerals Initiative (RMI), **onsemi** engages in reasonable and responsible due diligence with key suppliers, adhering to the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). Cobalt has also been included in our **Responsible Minerals Sourcing Policy**, available on our website.

To identify and mitigate conflict mineral risks in our supply chain, we require key suppliers to complete and submit the RMI's Conflict Minerals Reporting Template (CMRT) for 3TG and Extended Minerals Reporting Template (EMRT) for mica and cobalt.

Using the CMRT for our annual campaign, **onsemi** aims to use 100 percent conformant smelters and refiners from the Responsible Minerals Assurance Process (RMAP) assessment. We have achieved this target for the past three consecutive years.

When non-conformant or high-risk smelters are identified, or when there are global sanctions for certain smelters or refiners, we review the circumstances and conduct due diligence with our key suppliers as appropriate.

Members of **onsemi's** responsible minerals sourcing team actively participate in regular RBA and RMI annual conferences, regular plenary calls and workgroups to stay informed about smelters and refiners, RMI programs and emerging global responsible sourcing regulations.

Our responsible sourcing records, including the latest filing of the **SEC Form SD**, and company-level **CMRT** and **EMRT**, are regularly updated and posted online.

RMI Audit Fund for RMAP-Participating Smelters and Refiners

Along with other member companies, **onsemi** contributes to the **RMI Audit Fund**, which encourages RMAP-eligible smelters and refiners (SORs) to undergo independent third-party assessments. The Audit Fund fully covers the initial cost of audits and supports needs-based reassessments. It also covers the reassessment costs for active or conformant SORs already participating in the RMAP where reassessment costs may be burdensome.

Supplier Hazardous Substances Commitment

onsemi is committed to providing our customers with products that are compliant with industry environmental best practices, now and in the future. We meet all applicable **REACH** requirements and all products manufactured by **onsemi** comply with the amended **RoHS** directive. To support this commitment, we have environmental requirements for our suppliers related to the hazardous materials in their products. All purchased materials, services and products used in part manufacturing are required to satisfy current governmental, statutory and regulatory requirements and safety constraints on restricted, toxic and hazardous materials; as well as environmental, electrical and electromagnetic considerations applicable to the country of manufacture and sale. All purchased materials, services and products must conform to **onsemi's** environmental requirements described in our **Product Chemical Content Brochure**. Suppliers must be prepared to provide supporting evidence of conformance.

Information Protection

Overview

We operate continuously to safeguard our technology and intellectual property against cybersecurity threats and vulnerabilities. We take privacy and cybersecurity seriously, striving to identify and eliminate potential threats to our IT infrastructure, proprietary technologies and confidential information.

Privacy

onsemi has implemented a global data privacy program designed to comply with applicable laws worldwide and to protect the personally identifiable information of employees, customers and others who have entrusted us with their personal data.

onsemi's Privacy Office partners with global leaders from key functions such as HR, Procurement, Finance, Legal and Information Security to support our data privacy and compliance efforts. In addition, **onsemi** has appointed Data Protection Officers in certain jurisdictions and as required by law.

All **onsemi** employees receive basic data privacy training annually through the Code of Business Conduct and Information Security trainings; however, employees in specific functions that handle or otherwise have access to personal identifiable information must complete an additional, in-depth data privacy course annually. Ad hoc privacy communications and training are also delivered to employees as needed.

onsemi complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) set forth by the U.S. Department of Commerce. **onsemi** has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) regarding the processing of Personal Data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. **onsemi** has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF Principles) regarding the processing of Personal Data received from Switzerland in reliance on the Swiss-U.S. DPF. View information on our **DPF Certifications**.

For more information, please visit our **Privacy Policy**.

Information Security and Risk

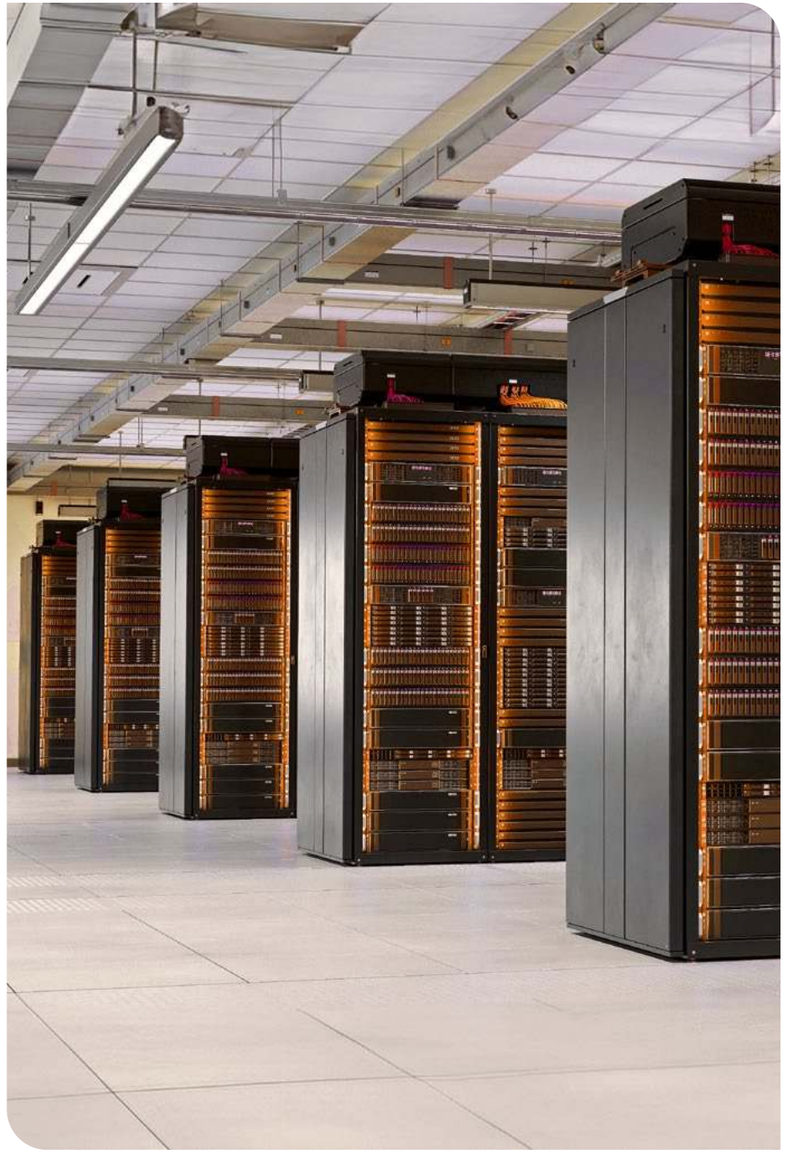
The secure processing, maintenance and transmission of sensitive data, including confidential and other proprietary information about our business and our employees, customers, suppliers and business partners, is important to our operations and business strategy. As a result, cybersecurity and data protection are key components of our long-term strategy.

Governance

Consistent with our overall risk management governance structure, management is responsible for the day-to-day management of cybersecurity risk while our Board and its Audit Committee play an active, ongoing oversight role.

Our Board has delegated to its Audit Committee specific, first-line responsibility for overseeing major cybersecurity risk exposures in addition to our broader ERM program. Specifically, under its charter, the Audit Committee is responsible for overseeing our cybersecurity posture, risk assessment, strategy and mitigation and for making recommendations to address and resolve any breaches or issues related to the protection or privacy of our data. Management (including our Chief Information Officer (CIO) and our Chief Information Security Officer (CISO)) reports at least quarterly to the Audit Committee on information security and data privacy and protection. These presentations address a wide range of topics, including trends in cyber threats and the status of initiatives intended to bolster our security systems and the cyber readiness of our personnel. The Audit Committee Chair reports to the full Board on these risk discussions as appropriate. At least annually, the Board meets with members of our ERM team to review and discuss our ERM program, including areas of material risk and how these risks, which may include cybersecurity risk, are being managed and reported to the Board and its committees.

Our Enterprise Cybersecurity Services (ECS) team is composed of dedicated groups that address and respond to cyber risk, including cyber risks related to security architecture and engineering, identity and access management and security operations. The ECS Assurance & Trust (A&T) team oversees compliance with our cybersecurity framework and IT General Controls within the organization and facilitates cybersecurity risk management activities throughout the organization. The ECS A&T team reviews and approves policies, benchmarks against ISO 27001 standards and SOX key controls, maintains a cyber risk registrar and oversees the security awareness program.



Risk Management and Strategy

We use various processes to inform our assessment, identification and management of risk from cybersecurity threats. Our ECS team, led by our CISO, has first-line responsibility for our cybersecurity risk management processes. The ECS team collaborates with the Cybersecurity Executive Council, ERM team, Internal Audit department and Cyber Incident Response Team (CIRT) to align efforts, priorities and oversight.

Our Information Security Management System (ISMS) is aligned with ISO/IEC 27001:2022. ISO 27001 provides a set of control objectives that align with other standard information security frameworks, including the National Institute of Standards and Technology (NIST) and the Cybersecurity Framework (CSF). We employ additional standards and frameworks that we deem necessary to assist us in monitoring compliance with regulatory, industry and evolving data privacy requirements. In addition to periodic in-depth evaluations of our systems and processes, we monitor our IT systems and processes on a continual basis with the goal of identifying and remediating real and potential threats as they arise. We adjust our systems, procedures and policies regularly as we deem necessary in response to identified threats and risks. We sponsor a multi-faceted security awareness program that includes regular, mandatory trainings for our personnel on data protection and malware detection, policy and process awareness, periodic phishing simulations and other kinds of preparedness testing.

We have a cyber incident response plan with clear roles, responsibilities and reporting protocols. We regularly assess and evaluate this plan to manage significant breaches and minimize business impact. When a breach or suspected breach occurs, the ECS team escalates it to the Cybersecurity Executive Council (CSEC) for analysis and guidance. The CIRT, overseen by the CSEC, handles initial responses to significant breaches. The CSEC, with input from the CIRT and others, decides if an incident triggers reporting or notification duties. The ECS team revises its strategy annually, considering business changes, legal updates, recent initiatives and cybersecurity threats. A third-party provider conducts an annual external security assessment, reported to the Audit Committee (and the Board), to determine necessary policy or practice changes.

As of December 31, 2024, **onsemi** has not identified any risks from cybersecurity threats (including any previous cybersecurity incidents) that have materially affected the Company, our Clients, our business strategy, our results of operations or our financial condition.

Public Policy

Overview

onsemi supports public policies that encourage innovation, investment and open markets, all of which enable us to create intelligent power and sensing technologies to solve the world's most complex challenges, leading the way to a safer, cleaner and smarter world. Our public policy program reflects our profile as a global company headquartered in the United States that interacts regularly with government agencies around the world.

onsemi is a founding member of the Semiconductor Climate Consortium (SCC) focused on the challenges of climate change and working to speed industry value chain efforts to reduce GHG emissions in member company operations and in other sectors across the semiconductor value chain.

We have been an active participant in the **World Semiconductor Council (WSC)**, an organization composed of the world's leading semiconductor industry associations from China, Chinese Taipei, Europe, Japan, South Korea and the United States. The organization meets annually at the CEO level to make recommendations to governments and authorities on issues such as expanding the global market for information technology products by promoting fair competition, sound environmental and health and safety practices, intellectual property rights and open markets.

Supported Policies

In 2024, we supported the following public policies:

Industry Incentives and R&D Investments	We work with the Semiconductor Industry Association (SIA) to support advances in semiconductor innovation and R&D to strengthen the global semiconductor industry. These investments set the stage for better technology leadership through greater partnerships between industry and research institutions, leading to advanced solutions to global challenges.
Investment in Developing a High-Skilled Workforce	**onsemi** is dedicated to initiatives that attract, train and retain highly skilled talent. By investing in workforce development, **onsemi** can drive innovation and contribute to global competition. These initiatives not only help build a robust workforce but also ensure that the company remains at the forefront of technological advancements across the globe.
Supply Chain Resilience	**onsemi** works with the SIA in support of efforts to build strong semiconductor global supply chains. Robust global supply chains are essential to maximize economic impact, propel innovation and mitigate risks from disruptions.
Environmental Policies	We support processes to foster innovation and industry growth, safeguard workers and the environment and strengthen energy leadership. An efficient and effective regulatory environment is essential for the semiconductor industry to support global operations. By streamlining these processes, we can enhance the competitiveness of chip manufacturing and ensure sustainable development.

Statement on Political Contributions

Participating in political activities is a very sensitive and complex area. Strict laws govern our political activities as a United States company. For this reason, **onsemi** does not make political contributions to individual candidates. In the United States, companies and other organizations may organize political action committees (PACs); however, we chose not to have a PAC and did not make political contributions in the company's name in 2024.

External Initiatives and Industry Associations

onsemi is a member of many external initiatives and industry associations. These organizations connect us with peers and stakeholders, providing a space to share ideas, collaborate with our local communities and grow as an industry. Some of our employees hold leadership positions within these organizations, as noted below. These reflect memberships as of December 31, 2024.

External Initiatives

- Association for Corporate Citizenship Professionals (ACCP)
- Arizona Tax Research Association (ATRA)
- CDP (formerly Carbon Disclosure Project)
- Central Arizona Corporate Volunteer Council (CACVC)
- Clean Energy Buyers Association (CEBA)
- Conference Board
- CSR and ESG Board, Founding Member
- Electronic Components Industry Association (ECIA)
- Hearing Industries Association
- Joint Electron Device Engineering Council (JEDEC)
- Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM)
- Microelectronic Industry Design Association (MIDAS) Ireland
- Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA)
- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- Semiconductor Climate Consortium (SCC), Founding Member
- Semiconductor and Electronics Industries in the Philippines Inc. (SEIPI)
- Semiconductor Equipment and Materials International (SEMI)
- Semiconductor Industry Association (SIA)
- United Nations Global Compact
- United States Information Technology Office (USITO) in Beijing
- World Semiconductor Council (WSC)

Membership of Associations

- ATRA, Kyle Cardita, Board of Directors
- ECIA, Julia Zibrida, Manufacturer Council
- JEDEC, Don Knudsen, Board of Directors
- MEPZCEM, Darshan Denamany, Board of Directors
- SEIPI, Gary Dirige, Board of Trustees
- SIA, Hassane El-Khoury, Board of Directors

Quality

Quality Management System

We are committed to operating according to stringent, internationally recognized requirements for reliability and quality. **onsemi** is certified to ISO 9001, IATF 16949, ISO 26262 AS9100, ISO 14001, ISO 45001, ANSI/ESD20:20, MIL-PRF-38535, ISO 13485 and Category 1A for Trusted Foundry.

Our Quality Statement/Policy reads, "At **onsemi**, we focus on embedding quality in every system, tool and process, with detailed attention to providing best-in-class products and solutions. This demonstrates our inherent zero-defect quality mindset, from ideation through execution and delivery, in support of consistent growth."

We demonstrate our commitment by continuing our Road to Zero Defects initiative, which was implemented several years ago to focus on eliminating quality excursions, improving 8D responsiveness, lowering our parts per billion (ppb) defect rate and enhancing our quality standards. **onsemi's** product quality monitoring continues to demonstrate low levels of ppb and we have yet to exercise a product safety recall. We recognize that incorporating these objectives into our service offerings, processes and products enables us to use our quality and reliability to fuel our growth. Ultimately, we are committed to maintaining a distinctive, world-class quality system that transcends international quality standards and exceeds customer expectations. For more information, please see our **Quality and Reliability Handbook**.

Appendix

- United Nations (UN) Sustainable Development Goals (SDGs) and UN Global Compact
- Policies, Statements and Commitments
- Triple-Bottom-Line Performance Summary
- Sustainability Accounting Standards Board (SASB) Framework
- Task Force on Climate-Related Financial Disclosures (TCFD) Framework
- Global Reporting Initiative (GRI) Index
- Climate Transition Plan
- Glossary
- Detailed Description of Charts
- Third-Party Assurance Statement

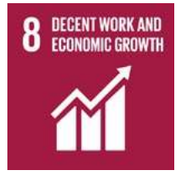
United Nations (UN) Sustainable Development Goals (SDGs) and UN Global Compact

The Sustainable Development Goals (SDGs), set by the UN in 2015, are a blueprint for fighting the world's biggest social and environmental issues, such as decent work and economic growth, access to quality health and education, climate change and much more. They are a call for global partnership and action by governments, businesses, civil society and other organizations to achieve a better and more sustainable future for all by 2030. As a global company and corporate citizen, we have a responsibility to help achieve these goals by adhering to the goals most relevant to our business.

While all the SDGs are vital, we prioritized five goals that are the most relevant to our sustainability strategy and will help us make the largest global impact. In 2019, **onsemi** became a signatory to the UN Global Compact. Our most recent Communication on Progress (CoP) submitted to the UN Global Compact outlines our alignment with its ten principles and the SDGs, focused on human rights, labor, environment and anti-corruption.

Ensure Availability and Sustainable Management of Water and Sanitation for All

- We are committed to water conservation in our operations through treatment of wastewater before discharge into the environment, recycling and reduction of water consumption.
- For more information, please see the Water and Waste Management section of our 2024 Sustainability Report, pg. 32.



Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All

- We have zero tolerance for forced labor.
- We assess and mitigate social risks within our supply chain.
- We strive for equal pay for equal work.
- We focus on providing a safe and secure workplace with zero injuries and occupational diseases.
- For more information, please see the Fair Treatment section of our 2024 Sustainability Report, pg. 61.

Reduce Inequality Within and Among Countries

- We remain committed to supporting inclusion, belonging and engagement in the semiconductor industry.
- For more information, please see the Inclusion, Belonging and Engagement section of our 2024 Sustainability Report, pg. 44.

Ensure Sustainable Consumption and Production Patterns

- We consistently work to reduce consumption of chemicals and eliminate hazardous materials in our production processes.
- For more information, please see the Water and Waste Management section of our 2024 Sustainability Report, pg. 32.

Take Urgent Action to Combat Climate Change and its Impacts

- We have a goal of achieving net zero carbon emissions by 2040, focusing on internal operation efficiency, use of renewable energy, value chain and industry partnerships and purchase of credible carbon offsets for any remaining emissions.
- Our near-term emissions reduction target has been approved and validated by SBTi.
- As a founding member of the Semiconductor Climate Consortium, we collaborate on industry value chain efforts to reduce greenhouse gas emissions.
- For more information, please see the Decarbonization and Renewable Energy Goals and Annual Inventory of Energy Consumption and Emissions sections of our 2024 Sustainability Report, pg. 26.

Policies, Statements and Commitments

Our Governance

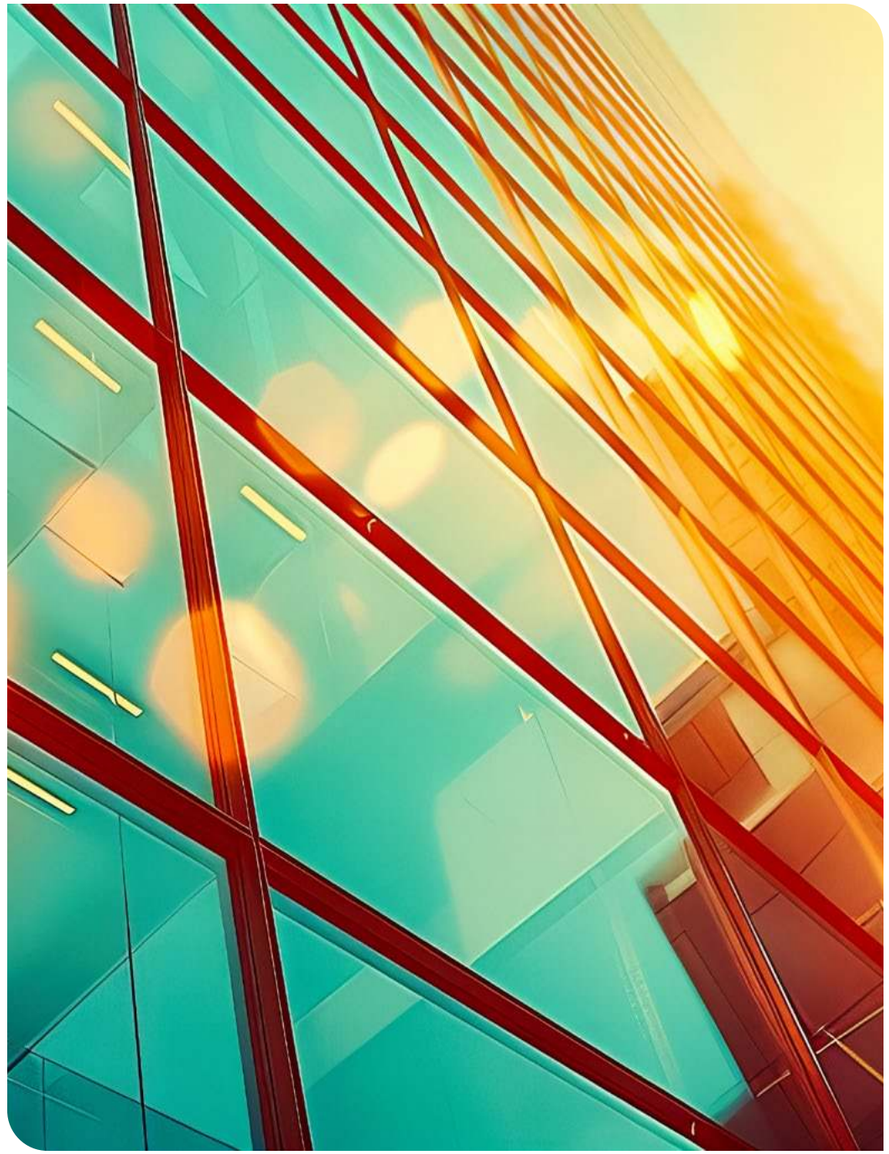
- Anti-Corruption Policy
- Code of Business Conduct
- Non-Retaliation Policy
- Privacy Policy

Our People

- Social Compliance Commitment
- Environmental Health and Safety Policy
- Equal Employment Opportunity
- Human Rights Policy
- RBA Full Member
- Responsible Minerals Sourcing Policy
- Slavery and Human Trafficking Policy Statement
- UN Global Compact Signatory

Our Planet

- Climate Change Policy
- Social Compliance Commitment
- EHS Policy
- Rare Earth Elements Use Statement
- Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) Statement
- Restriction of Hazardous Substances (RoHS) Statement



Triple-Bottom-Line Performance Summary

This triple-bottom-line performance summary, which focuses on people, planet and profit, was created to transparently communicate our ESG efforts with our stakeholders. We organized the summary to cover the topics most relevant to our mission, business and partners.

Our Business

Disclosure	Unit	2022	2023	2024
Financial Strength				
Revenue	Dollars (Millions)	8,326	8,253	7,082
Triple-Bottom-Line Revenue		6,454	6,524	5,662
Revenue by Market				
Automotive	Percentage	40	52	55
Industrial		28	28	25
Other		32	20	20
Revenue by Region[1]				
Hong Kong	Percentage	28	26	25
Singapore		26	24	24
United Kingdom		18	21	23
United States		17	19	19
Other		11	10	9
Revenue by Technology				
Intelligent Power	Percentage	48	51	52
Intelligent Sensing		19	19	19
Other		33	30	29
Revenue by Sales Channel				
Direct Customers	Percentage	42	48	47
Distributors		58	52	53
Spend on Local Supplier by Region				
Asia (APAC)	Percentage	88	85	88
Europe, Middle East and Africa (EMEA)		76	33	27
North America		87	78	77
Total Company		84	66	64
Supplier Designation				
Total Global Suppliers and Service Providers	Number	9,700	9,600	8,600
Production-Related Supplier		7,100	7,000	6,300
Supply Chain Risk				
Responsible Minerals Assurance Process (RMAP) Conformant Smelters	Percentage	100	100	100
Suppliers that Completed a Self-Assessment Questionnaire (SAQ)		99	97	91
Suppliers Rated as Low-Risk on Their SAQ		87	82	41[2]
RBA VAP Audits Completed	Number	10	12	15

[1] Represents sales billed from the respective country or region.

[2] In 2024, RBA started to require the facilities to complete the Facility Risk SAQ, which differed from the Traditional Facility SAQs completed in prior years. The questions in the 2024 SAQ are weighted differently than prior years, resulting in a significant difference in how suppliers are identified as “Low-Risk”.

Our Governance

Disclosure	Unit	2022	2023	2024
Board of Directors ("Board") Composition and Independence				
Total Members	Directors	9	10	9
Board Average Age		60	62	60
Board Average Tenure		5	6	6
Number of Independent Directors		8	9	8
Board and Committee Meetings				
Board and Committee Meetings Held During the Calendar Year	Meetings	29	30	29
Directors Attending Less than 75% of Meetings During the Calendar Year	Directors	0	0	0
Compliance and Ethics Program				
Number of Business Ethics Liaisons (BELs)	BELs	45	48	43
Number of Reports and Requests for Advice by Intake Channel				
BEL Reporting	Reports	62	59	28
Other		84	116	124
Reporter Anonymity Rate				
Anonymous Reporters	Percentage	40	48	41
Total Number of Reports				
Concerns and Incidents	Reports	126	145	123
Requests for Advice		20	30	29
Substantiation Rate				
Substantiated Reports	Percentage	53	43	43
Top Corrective Actions				
No Action Necessary	Rank	2nd	1st	-
Remedial Measure – Coaching, Counseling, Training		3rd	3rd	1st
Remedial Measure – Disciplinary Actions		1st	-	2nd
Other		-	2nd	3rd

Disclosure	Unit	2024
Global Workforce		
Total Workforce	Employees	26,473
Workforce by Region		
APAC (excluding Japan)	Percentage	69
Japan		3
EMEA		13
North America		15

Disclosure	Unit	2022	2023	2024
Senior Management Hired from Local Community				
APAC (excluding Japan)	Percentage	100	100	100
Japan		100	100	100
EMEA		100	100	100
North America		100	100	100

Disclosure	Unit	2024
Workforce by Contract Type		
Regular	Percentage	100[1]
Temporary (Contractors/Interns)		6
Workforce by Work Schedule		
Full-Time (Regular)	Percentage	99.7
Part-Time (Regular)		0.3
Full-Time (Temporary)		99.8
Part-Time (Temporary)		0.2
Contractors and Interns by Region		
APAC (excluding Japan)	Percentage	24
Japan		13
EMEA		27
North America		36

[1] Global headcount consists of Regular Full-Time and Regular Part-Time Employees and Joint Venture Employees. Temporary Employees are not counted towards our global headcount.

Our People

Disclosure	Unit	2024
Full-Time Employees by Region		
APAC (excluding Japan)	Percentage	70
Japan		3
EMEA		12
North America		15
Part-Time Employees by Region		
APAC (excluding Japan)	Percentage	8
Japan		0
EMEA		92
North America		0
New Hires by Region		
APAC (excluding Japan)	Percentage	51
Japan		2
EMEA		16
North America		31
Employee Turnover		
Voluntary Turnover	Percentage	10
Involuntary Turnover		6
Employee Turnover by Region[1]		
APAC (excluding Japan)	Percentage	70
Japan		5
EMEA		9
North America		16

[1] This represents distribution of total 18 percent employee turnover across these categories.

Disclosure	Unit	2022	2023	2024
Employees Covered by Collective Bargaining Agreements				
Total Workforce	Percentage	27	20	26
Employee Engagement Survey Completion Rate				
Employee Engagement Survey	Percentage	75	0[2]	65
Employee Health and Safety				
Fatalities, Employees	Incidents	0	0	0
Fatalities, Non-Employees		0	0	0
High-Consequence Work-Related Injuries, Employees		0	0	0
High-Consequence Work-Related Injuries, Non-Employees		0	0	0
Recordable[3] Work-Related Injuries, Employees		40	53	40
Recordable[3] Work-Related Injuries, Non-Employees		2	0	5
Total Hours Worked[4]				
Hours Worked	Hours	74,084,225	62,046,000	52,946,000
Rate Calculations				
Lost Time Incident Rate (LTIR) (Number of lost time injuries in the reporting period x 200,000) / total hours worked in the reporting period	Rates	0.31	0.47	0.36
Lost Time Incident Severity Rate (Number of days lost due to injuries x 1,000) / total hours worked in the reporting period		0.009	0.015	0.009
Total Recordable Incident Rate (TRIR), Employees (Number of incidents x 200,000) / total number of hours worked in the reporting period		0.108	0.17	0.15
Total Recordable Incident Rate (TRIR), Non-Employees (Number of incidents x 200,000) / total number of hours worked in the reporting period		0.005	NR	NR

[2] In 2023, we did not deploy our annual pulse survey as we were making improvements to align with our new core values.
[3] Recordable injury or illness as defined by The Occupational Safety and Health Administration (OSHA).
[4] Total hours worked by all Regular Employees (Full-Time, Part-Time).

Our Planet

Disclosure	Unit	2022	2023	2024
Decarbonization Progress				
Scope 1	Metric Tons Carbon Dioxide Equivalent ($MTCO_2e$)	1,014,800	828,600	776,500
Scope 2		713,500	714,000	690,800
Scope 3		2,141,800	1,564,500	948,000
Enterprise-wide Emission Inventories by Year[1]				
Scope 1	$MTCO_2e$	1,016,800	830,200	776,500
Scope 2		727,100	727,500	705,200
Scope 3		2,146,200	1,568,500	952,200
Energy				
Total Consumption (Fuels and Electricity)	Megawatt-Hours (MWh)	1,752,282	2,206,910	2,149,054
Emissions and Energy Intensity				
Scope 1 Emissions Intensity	$MTCO_2e$ per $ Million Revenue	122	101	110
Scope 2 Emissions Intensity		87	88	100
Scope 3 Emissions Intensity		258	190	134
Energy Intensity	MWh per $ Million Revenue	210	267	303
Water				
Withdrawal	Megaliters	13,692	15,652	15,759
Recycled		5,776	6,507	7,524
Withdrawal from High or Extremely High Stressed Regions[2]	Percentage	4	16	15
Manufacturing Sites in Low Stressed Regions	Number	7	3	3
Manufacturing Sites in Low-Medium Stressed Regions		7	7	7
Manufacturing Sites in Medium-High Stressed Regions		4	2	2
Manufacturing Sites in High Stressed Regions		2	5	4
Manufacturing Sites in Extremely High Stressed Regions		0	2	2

Disclosure	Unit	2022	2023	2024
Waste				
Hazardous Waste Generated	Metric Tons	8,974	9,992	11,060
Hazardous Waste Diverted from Disposal	Percentage	40	37	36
Non-Hazardous Waste Generated	Metric Tons	16,923	20,680	16,755
Non-Hazardous Waste Diverted from Disposal	Percentage	86	87	85

[1] Inventories represent annual enterprise-wide emissions, including any material emissions from non-manufacturing sites in Scope 2, and are therefore not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

[2] Per the World Resource Institute Aqueduct Water Risk Atlas, sites identified in high or extremely high-stressed regions vary year-over-year.

Sustainability Accounting Standards Board (SASB) Framework

The index was prepared using the Sustainability Accounting Standards Board (SASB) Standards for the Technology & Communications sector: Semiconductors. The disclosure is in accordance with Industry Standards Version 2023-12. Unless otherwise noted, all data and descriptions are reported for the entire operations for the year ended December 31, 2024.

Code	Metric	onsemi Disclosure
Greenhouse Gas Emissions		
TC-SC-110a.1	(1) Gross global Scope 1 emissions, (2) amount of total emissions from perfluorinated compounds	(1) 776,500 $MTCO_2e$ (2) 661,100 $MTCO_2e$ See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26
TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See the **Decarbonization and Renewable Energy Goals** section of our 2024 Sustainability Report, pg. 17
Energy Management in Manufacturing		
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 7,736,594 GJ (2) 100% (3) 0% See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26
Water Management		
TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	(1) 15,759 thousand m^3 In 2024, **onsemi** withdrew 2,295 thousand m^3 of water from areas with high or extremely high water stress. About 15% of our water withdrawal is from regions with high or extremely high water stress. High water-stressed regions: Suzhou, Biên Hòa, Carmona and Nampa Extremely high water-stressed regions: Cebu and Tarlac See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32
Waste Management		
TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	(1) 11,060 metric tons (2) 20% recycled See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32

Sustainability Accounting Standards Board (SASB) Framework

Code	Metric	onsemi Disclosure
Workforce Health & Safety		
TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	See the Environmental Health and Safety section of our 2024 Sustainability Report, pg. 37.
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2024, two **onsemi** sites were issued a monetary penalty related to EHS compliance, totaling $19,070. Fines were paid for both issues and underlying issues were addressed to prevent future recurrence.
Recruiting and Managing a Global and Skilled Workforce		
TC-SC-330a.1	Percentage of employees that require a work visa	7% of U.S. employees; 3% of EMEA employees
Product Lifecycle Management		
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Approximately 18% of the products sold by **onsemi** in 2024 contained IEC 62474 declarable substances, representing 29% of revenue. (1) RoHS Statement (2) Compliance with REACH (3) Product Chemical Content Brochure (4) Materials Composition Program
TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not applicable for **onsemi** operations.
Materials Sourcing		
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	**onsemi** discloses management's approach to our responsible minerals sourcing. We are aware of the potential supply shortage of rare earth elements and their use in the production of electronic products. **onsemi** has identified that less than 3% of our products are using rare earth elements for their backend material. We are aware that our supply chain has enough existing supply and alternative materials to support the manufacture of the affected products. (1) SEC Form SD and Conflict Minerals Report (2) Responsible Minerals Sourcing Policy See the Supply Chain section of our 2024 Sustainability Report, pg. 63.
Intellectual Property Protection and Competitive Behavior		
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2024, **onsemi** did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. See the Legal Matters section in our 2024 SEC Form 10-K, pg. 89.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Governance		
Disclose the organization's governance around climate-related risks and opportunities.		
a) Describe the board's oversight of climate-related risks and opportunities.	CDP Corporate Questionnaire: 4.1.1, 4.1.2	As stated in its charter, the Governance and Sustainability (GS) Committee of the Board of Directors is tasked with formal responsibility and oversight of matters related to environmental, health and safety (EHS), environmental, social and governance (ESG) and sustainability issues at **onsemi**. The committee also oversees ESG, climate-related and sustainability-related initiatives regarding related strategy, risk management, opportunities, major capital expenditure and investments. The GS Committee holds at least four regular meetings per year and is comprised of three or more independent members of the Board. Additionally, the entire Board reviews progress against climate and sustainability-related goals and targets, including progress towards **onsemi's** goal to achieve net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3, SBTi-validated near-term targets and other metrics like energy usage, waste generation and water withdrawal. Progress of the company's sustainability projects is communicated by the Chief Marketing Officer and VP of Sustainability and ESG on a quarterly basis for review by the Board.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Corporate Questionnaire: 4.3, 4.3.1, 4.5, 4.5.1	At **onsemi**, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We believe that the responsibility of operationalizing mitigation and adaptation strategies in response to climate-related risks and opportunities must be integrated at every level of the company, ensuring the success of our risk management program and giving us the ability to act nimbly at all levels when needed. Our ERM program is overseen by a Risk Committee comprised of the CEO, CLO, CFO, CSO, EVP of Global Manufacturing and Operations and SVP of Corporate Strategy. The Risk Committee is responsible for the identification, management and mitigation of risks faced by **onsemi**. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for individual risks and work with risk owners who manage the risk on a day-to-day basis. ERM findings are communicated to the Risk Committee monthly to ensure that this information is communicated to executive staff and our Board of Directors. Climate-related risks and opportunities impact business units (BUs) and functional departments across the organization in unique and nuanced ways. BU and department leaders are responsible for understanding, monitoring and acting as the risk and opportunity landscape changes, ensuring they have the information, capacity and resources needed to respond quickly and effectively to trigger events. Groups engaged in climate-related risk and opportunity assessment include our three BUs, finance, legal, manufacturing, business continuity, new product development, supply chain, ESG, human resources and customer experience.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Corporate Questionnaire: 3.1, 3.1.1, 3.6, 3.6.1	At **onsemi**, we have identified potential climate-related risks and opportunities that could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operation and value chain, including our financials, supply chain, workforce, company disclosure and reputation. Climate-related opportunities identified include transitional and physical opportunities related to increased demand for **onsemi** products. Our identified climate-related risks and opportunities can impact **onsemi** over the near, medium and long term depending on the risk or opportunity development and maturity. For a full list of **onsemi's** climate-related risks and opportunities, see the **Risk and Opportunity Disclosures tables** on pages 81–83.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire: 5.2, 5.3.1, 5.3.2	Identified climate-related risks and opportunities may pose potential impacts to our business across different impact categories such as finance, supply chain, customer demand and direct operations. These impacts can be general and applicable across our business and value chain, or they can be location-based, requiring specific plans and actions localized to the region or country where the risk or opportunity is realized. Realized potential impacts of the identified climate-related risks and opportunities are to be integrated into strategic decision-making across **onsemi** in business continuity planning, capital expenditure planning and new product development.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario.	CDP Corporate Questionnaire: 5.1, 5.1.2	Using three plausible, distinctive, consistent, relevant and challenging climate scenarios, **onsemi** executive leadership, various functional owners and the ESG team participated in a climate scenario analysis to inform a climate adaptation and resilience plan for implementation at the company. Scenarios used assume various degrees of warming by 2100 and include social, technological, economic and political developments considered plausible under each warming trajectory. The three scenarios used to inform the development of a climate action plan for **onsemi** include: 1. Failure to Decarbonize: runaway climate change resulting in warming above 3°C by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change. 2. Orderly Decarbonization: orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement, development and adoption of sustainable technology and global policies for decarbonization, including carbon pricing. 3. Disorderly Decarbonization: disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change. Through this exercise, relevant climate-related risks and opportunities were identified and socialized for inclusion in our overall business strategy.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.		
a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Corporate Questionnaire: 2.1, 2.2.1, 2.2.2, 4.3, 4.3.1	**onsemi** uses scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the presumed operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose an impact to our business and strategy. These scenarios are not intended to predict the future, but instead help us understand our potential risk exposure and build resilience through activities to enhance our preparedness.
b) Describe the organization's processes for managing climate-related risks.	CDP Corporate Questionnaire: 2.2.2, 3.1, 3.1.1	Through our scenario analysis, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. Owners have been assigned to monitor and manage relevant climate-related risks to ensure actions are being taken when appropriate to ensure the resilience of business operations and strategies.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Corporate Questionnaire: 2.2.2	The process of identifying, assessing and managing corporate risk falls within ERM. The ERM team completes a yearly risk identification and prioritization cycle that includes risk interviews with key leaders across all company functions, including ESG, business continuity, manufacturing, etc. Outputs from these interviews are used by the Executive Risk Committee to create yearly risk mitigation plans.
Metrics and Targets		
Disclose how the organization identifies, assesses and manages climate-related risks.		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Corporate Questionnaire: Sections C7, C9	We monitor various quantitative metrics as disclosed throughout the report, as well as take actions to respond to identified transition and physical risks and capitalize on climate-related opportunities, including: • Total greenhouse gas emissions • Total energy consumption, including percentage from renewables • Total water withdrawal • Energy, emissions and water intensity
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	CDP Corporate Questionnaire: Section C7	In Fiscal Year (FY) 2024, our GHG emissions were as follows: **Scope 1:** 776,500 $MTCO_2e$ | **Scope 2:** 705,200 $MTCO_2e$ | **Scope 3:** 952,200 $MTCO_2e$ For a breakdown of Scope 3 by category, see the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26. As regions and nations develop regulations aimed at accelerating local or global decarbonization efforts, **onsemi** may encounter risks associated with our GHG emissions including carbon prices and carbon border adjustments. These can result in increased operational expenditures if we continue to emit GHGs through our business operation activities.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Corporate Questionnaire: 7.54, 7.54.1, 7.54.3, 7.55, 7.55.1, 7.55.2, 7.55.3	We have a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3, along with meeting our near-term targets validated by SBTi. We have also committed to using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040. This goal will guide how we operate our business over the coming years and is essential to ensuring we operate in a socially thoughtful and environmentally responsible manner. We are exploring available levers for reducing emissions across Scope 1 and 2 internally at our facilities, along with pathways for engaging suppliers and other reduction strategies in the value chain for applicable Scope 3 emissions. We will track our decarbonization progress over time to ensure we meet our goals. By identifying and monitoring our climate-related risks and opportunities, we can work to build resilience and reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.

Risk and Opportunity Disclosures

Transition Risks

Transition risks were most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Own Operations	Introduction of national carbon pricing schemes and/or carbon border adjustment mechanisms	Increased expenditure associated with manufacturing and corporate activity. Potential reduction in product margins. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	**onsemi's** approach to enhancing the resilience of its own operations to transition risks includes: • **Achieving Net Zero Emissions:** through energy efficiency projects, renewable energy procurement and reducing greenhouse gas emissions from process gases through process swaps, gas swaps and abatement technology. • **Integration With Strategic Planning and Risk Management:** such as exploration of incorporating an internal carbon price in capital expenditure planning. • **Enhancing Disclosure:** through ongoing alignment with global climate-related reporting frameworks and comprehensive data/information controls.
		Regulatory limits on carbon-related processes	Reduced revenue from the reduction in production capacity. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
		Varied availability of renewable energy in locations where **onsemi** operates	Increased expenditure associated with sourcing renewable energy (in order to meet regulation and/or strategic objectives).	Some impact at present; the impact increases in the medium term (before 2030), mostly in the Failure to Decarbonize scenario.	
		Increased sustainability reporting and assurance requirements	Increased expenditure on staff and data/information systems and controls.	Impact is present today and increases in the medium term (before 2030) under some scenarios.	
	Supply Chain	Carbon pricing schemes and/or carbon border adjustment mechanisms applied to **onsemi** suppliers and their emissions	Increased expenditure for raw materials, products and services, as suppliers pass costs on to **onsemi**. Potential reduction in product margins.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	**onsemi's** approach to enhancing the resilience of its supply chain to transition risks includes: • **Understanding Emissions:** developing a baseline of supplier emissions through our Scope 3 emissions inventory. • **Supplier Engagement:** we are exploring ways to incorporate public reporting of GHG emissions by our suppliers and other ESG matters into our supplier scorecard, which is used to track and encourage enhancement of supplier performance.
		Limitations on access or availability to raw materials such as rare earth minerals due to increasing regulations	Reduced revenue if raw materials cannot be supplied to meet demand, and increased expenditure associated with sourcing alternate suppliers and materials.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
		Pressure to demonstrate deforestation-free supply chain	Increased expenditure associated with investigating deforestation in **onsemi's** supply chain and potentially switching suppliers.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	

Physical Risks

Physical risks were most prevalent under the Failure to Decarbonize scenario.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Own Operations	Production disruption from extreme weather (including indirect impacts such as government-imposed power restrictions and/or impacts to surrounding infrastructure)	Reduced revenue from lost production and increased expenditure associated with restarting production.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term under all scenarios.	**onsemi's** approach to enhancing the resilience of its own operations to physical risks includes: • **Enhanced Business Continuity Planning:** we are exploring incorporating future scenarios into existing business continuity planning, prioritizing sites at higher risk of climate-related impact. • **Infrastructure Planning:** exploring the consideration of climate scenarios when planning for facility and/or equipment upgrades or acquisitions. • **Accelerate Resource Efficiency:** adopting energy conservation and efficiency measures and increasing water recycling practices, reducing the number of resources needed to operate effectively.
		Damage to **onsemi** facilities	Increased expenditure to repair facilities and increased insurance costs.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term under all scenarios.	
		Limits to energy and water availability in specific locations at specific times of year	Reduced revenue from lost production. Increased expenditure is associated with higher energy and water costs.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term under all scenarios.	
		Extreme weather impacts employee health, safety and productivity	Increased expenditure and liability risk. Potential reduced revenue associated with lost production from absenteeism.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term under all scenarios.	
	Supply Chain	Extreme weather impacts **onsemi** supplier locations and/or supply chain logistics	Reduced revenue from lost production	Impact already occurs in some locations; frequency and severity of impact increases in the medium term under all scenarios.	**onsemi's** approach to enhancing the resilience of its supply chain to physical risks includes: • **Existing Suppliers:** Exploring incorporation of future scenarios into supplier engagement, including audit specifications. • **Prospective Suppliers:** Exploring incorporation of future scenarios into business continuity requirements.

Climate-Related Opportunities

Climate-related opportunities are most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Customer/ Market Demand	**onsemi** products supporting electrification of transport, infrastructure and wider renewable	Increased revenue associated with increased market demand for electrification technologies.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	**onsemi's** approach to capitalizing on climate-related opportunities includes: • **Sustainable Product Ecosystem: onsemi's** strategy targets the use of our products in decarbonization and efficiency applications such as electric vehicles, factory automation and renewable energy infrastructure. • **Integration Into Strategic Planning: onsemi** incorporates climate-related opportunities, including market developments in decarbonization technology, in its processes for new product development, expansion of manufacturing capacity, and other strategic planning processes.
		onsemi products supporting solutions for energy, water and other resource efficiency	Increased revenue associated with increased market demand for technology solutions that increase resource efficiency.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	
		onsemi products supporting technology for avoided emissions and carbon removals	Increased revenue associated with increased market demand for avoided emissions and carbon removal technology.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
	Own Operations	Extreme weather impacts employee health, safety and productivity	Increased expenditure and liability risk. Potential reduced revenue associated with lost production from absenteeism.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term under all scenarios.	

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 2: General Disclosures 2024		
1. The Organization and its Reporting Practices		
2-1	Organizational details	
	1. Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the **onsemi** name and brand.
	2. Nature of ownership and legal form	ON Semiconductor Corporation is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	3. Location of headquarters	**onsemi** headquarters are located at: 5701 North Pima Road, Scottsdale, Arizona 85250.
	4. Countries of operation	See our global locations on our website.
2-2	Entities included in the organization's sustainability reporting	Sustainability reporting includes information about **onsemi** worldwide subsidiaries and joint ventures for which we have management control. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3	Reporting period, frequency and contact point	Our sustainability reporting is completed on an annual basis. This report covers January 1 through December 31, 2024. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 25, 2025. For questions about this report, please contact the **onsemi** ESG team at sustainability@onsemi.com.
2-4	Restatements of information	Restatements of our emissions inventory in 2022 and 2023 have been made in this report as a result of the validation process completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report. Please see the Baseline Emissions Inventory and Annual Inventory of Energy Consumption and Emissions sections of our 2024 Sustainability Report, pg. 18 and 26, respectively.
2-5	External assurance	The emissions information contained in the 2024 Sustainability Report has been assured by APEX in accordance with AA 1000 assurance standard. Our external assurance statement can be found in the Appendix of our 2024 Sustainability Report. Scope 1, Scope 2 and Scope 3 greenhouse gas emissions have been externally assured for the 2024 fiscal year (January 1 – December 31, 2024).

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	
	1. Sector	Semiconductor
	2. Value chain	See the Revenue-Generating Activities section of our **2024 SEC Form 10-K**, pg. 7-12.
	3. Relevant business relationships	See the 2022 Acquisitions and Divestitures section of our **2024 SEC Form 10-K**, pg. 6.
	4. Significant changes	See the 2022 Acquisitions and Divestitures section of our **2024 SEC Form 10-K**, pg. 6.
2-7	Employees	See the **Our Employees** section of our 2024 Sustainability Report, pg. 41.
2-8	Workers who are not employees	Total number of workers who are not employees: 1,630. Majority of contract workers are working in factories as operators (people processing and moving product) or technicians (people working on the processing equipment). Temporary workers are used to support short-term increases in production output.
3. Governance		
2-9	Governance structure and composition	See the Overview of our Corporate Governance Practices and Committees of the Board sections of our **2025 Proxy Statement**, pg. 10-11, 14-17.
2-10	Nomination and selection of the highest governance body	See the **Charter of the Governance and Sustainability Committee** and **2025 Proxy Statement**, pg. 12-13.
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See the Overview of our Corporate Governance Practices section of our **2025 Proxy Statement**, pg. 10.
2-12	Role of the highest governance body in overseeing the management of impacts	See **Amended and Restated ON Semiconductor Corporation Corporate Governance Principles**.
2-13	Delegation of responsibility for managing impacts	The Board of Directors effectively views each of its committees as key in managing the company's impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee's allotted areas of expertise. While management is responsible for the day-to-day management of our risk, the Board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2024 fiscal year, the Board and its committees regularly discussed, among other things, key strategic, operating, legal and compliance, cybersecurity, workforce and financial risks. While the Board has primary responsibility for risk oversight, each of its committees supports this effort by regularly addressing risks in its respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full Board to the extent appropriate. This combination of direct Board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the Board of risks we face. Today, the CEO works directly with the ESG team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO and other members of management report on the Company's impacts on the economy, environment and people to the Board at its meetings and in between meetings, as needed.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
2-14	Role of the highest governance body in sustainability reporting	The GS Committee of the Board has the responsibility of overseeing ESG matters unless there is a specific matter connected to ESG initiatives that is assigned to another committee of the Board. Following the introduction of climate-related regulations and mandatory ESG reporting requirements, the Audit Committee took on an increased oversight role concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems. Furthermore, in light of such ESG developments and future required disclosures, the Board and management devised an ESG reporting governance structure that includes the GS Committee, the Audit Committee and a specific ESG Disclosure Committee composed of key stakeholders from relevant functional groups. The company's internal ESG team that oversees drafting and publishing the company's annual Sustainability Report receives input, guidance and, ultimately, approval, from members of the ESG Disclosure Committee and Board before publishing the Report and its data. See the **Corporate Governance** section of our 2024 Sustainability Report, pg. 55.
2-15	Conflicts of interest	We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-Board membership, the existence of controlling shareholders, and related parties and their relationships and transactions with related parties. Since January 1, 2024, there have been no related party transactions that are required to be reported as such under SEC rules. See the **Charter of the Audit Committee** and Related Party Transactions section of our **2025 Proxy Statement**, pg. 13.
2-16	Communication of critical concerns	Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our **Code of Business Conduct**.
2-17	Collective knowledge of the highest governance body	The Governance and Sustainability Committee of the Board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of Board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.
2-18	Evaluation of the performance of this highest governance body	See the **Corporate Governance** section of our 2024 Sustainability Report, pg. 55.
2-19	Remuneration policies	See the 2024 Compensation of Directors and Compensation Discussion and Analysis sections of our **2025 Proxy Statement**, pg. 21-23, 25-40.
2-20	Process to determine remuneration	See the Process and Procedures for Considering and Determining Executive Compensation section of our **2025 Proxy Statement**, pg. 37-40.
2-21	Annual total compensation ratio	
	1. Annual total compensation ratio	1,998:1 for all employees 229:1 for U.S.-based non-manufacturing employees See our **2025 Proxy Statement**, pg. 47-48.
	2. Change in the annual total compensation ratio	57.57% for all employee ratio 62.41% for U.S.-based non-manufacturing employee ratio

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See the United Nations Sustainable Development Goals section of our 2024 Sustainability Report, pg. 70.
2-23	Policy commitments	See our Code of Business Conduct and our Human Rights Policy. More information can be found in the Ethics and Compliance and Fair Treatment sections of our 2024 Sustainability Report, pg. 59 and 61, respectively.
2-24	Embedding policy commitments	See the Responsibility and Accountability and Additional Responsibilities of Managers and Supervisors sections of our Code of Business Conduct, pg. 3-4.
2-25	Processes to remediate negative impacts	See Ethics and Compliance webpage on our external website.
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of our 2024 Sustainability Report, pg. 59. Visit the onsemi helpline for more information.
2-27	Compliance with laws and regulations	In 2024, two **onsemi** sites were issued a monetary penalty related to EHS compliance, totaling $19,070. Fines were paid for both issues and underlying issues were addressed to prevent future recurrence.
2-28	Membership associations	See the Public Policy section of our 2024 Sustainability Report, pg. 67.
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	See the Prioritization Assessment and Stakeholder Engagement section of our 2024 Sustainability Report, pg. 12.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 26%
GRI 3: Disclosures on Material Topics		
3-1	Process to determine material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2024 Sustainability Report, pg. 12.
3-2	List of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2024 Sustainability Report, pg. 12.
3-3	Management of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2024 Sustainability Report, pg. 12.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	See our 2024 SEC Form 10-K: Results of Operations, pg. 34-38, Profit and Loss, pg. 56, Segments and Revenue, pg. 64-68, Supplemental Disclosures, pg. 96.
201-2	Financial implications and other risks and opportunities due to climate change	See the Climate Scenario Analysis and Risk Disclosure section of our 2024 Sustainability Report, pg. 58.
201-3	Defined benefit plan obligations and other retirement plans	To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for regional benefits summaries and 2024 SEC Form 10-K, pg. 64, 81-83.
201-4	Financial assistance received from government	See our 2024 SEC Form 10-K: Government Assistance, pg. 88, U.S. federal R&D credit, pg. 93.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 202: Market Presence		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. **onsemi** complies with all applicable local laws regarding minimum wage standards.
202-2	Proportion of senior management hired from the local community	See the **Our Employees** section of the 2024 Sustainability Report, pg. 41.
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	See the Purchase Obligations section of our **2024 SEC Form 10-K**, pg. 86.
203-2	Significant indirect economic impacts	See the Purchase Obligations section of our **2024 SEC Form 10-K**, pg. 86.
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	See the **Supply Chain** section of our 2024 Sustainability Report, pg. 63.
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits. In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners. Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.
205-2	Communication and training about anti-corruption policies and procedures	
	1. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All nine (9) board members (100%) received materials communicating the company's anti-corruption policy by their annual review of the company Code of Business Conduct training which includes the topic of anti-corruption in 2024.
	2. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	**onsemi's** anti-corruption policy has been communicated to all approximately 28,000 employees (100%) through their annual review of the company Code of Business Conduct training. In addition, a targeted anti-bribery and anti-corruption course was communicated to approximately 3,900 (14%) employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management.
	3. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Select suppliers, customers and other business partners receive notice of our anti-corruption policy through anti-corruption due diligence questionnaires, surveys, the **onsemi** social compliance commitment guide and various other engagement activities.
	4. Total number and percentage of governance body members that have received training on anti-corruption	Approximately 28,000 employees have received the annual Code of Business Conduct training which included a module on anti-corruption.
	5. Total number and percentage of employees that have received training on anti-corruption	Our completion rate for this training in 2024 was 98%. In addition, a targeted anti-corruption training course was communicated to approximately 3,900 employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management. Of the selected employees required to take this targeted training course in 2024, our completion rate was 98%.
205-3	Confirmed incidents of corruption and actions taken	**onsemi** cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2024, there were no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation.
GRI 207: Tax		
207-1	Approach to tax	See **2025 Global Tax Strategy**, sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See **2025 Global Tax Strategy**, sections 2.3, 2.3.1 and 3.1. For a copy of the report that contains the opinions on the financial statements and internal control over financial reporting please refer to our **2024 SEC Form 10-K**, pg. 53.
207-3	Stakeholder engagement and management of concerns related to tax	See **2025 Global Tax Strategy**, sections 2.3.3 and 3.1. For details regarding our approach to public policy advocacy on tax, see GRI 415-1. In addition, we also collect information from external stakeholders through our Investor Relations department at **investor@onsemi.com** and through our ESG department at **sustainability@onsemi.com**.
207-4	Country by country reporting	We do not publicly disclose this information.
GRI 301: Materials		
301-1	Materials used by weight or volume	We do not track or estimate the raw materials used in key manufacturing locations.
301-2	Recycled input materials used	**onsemi** does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
GRI 302: Energy		
302-1	Energy consumption within the organization	See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26.
302-2	Energy consumption outside the organization	**onsemi** does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In 2024, we had an energy intensity of 303 MWh per million dollars revenue.
302-4	Reduction of energy consumption	See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26.
302-5	Reductions in energy requirements of products and services	Our products offer significant energy savings to our customers. See the **Product Stewardship** section of our 2024 Sustainability Report, pg. 23.
GRI 303: Water and Effluents		
303-1	Interaction with water as a shared resource	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
303-4	Water discharge	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
303-5	Water consumption	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	**onsemi** does not have any operational site owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impact of activities, products and services on biodiversity	None; **onsemi** sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.
304-3	Habitats protected or restored	**onsemi** has not participated in habitat protection or restoration. This practice may become part of our carbon offsetting activities in the future, but at this time we have nothing to report.
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26.
305-2	Energy indirect (Scope 2) GHG emissions	See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26.
305-3	Other indirect (Scope 3) GHG emissions	See the **Annual Inventory of Energy Consumption and Emissions** section of our 2024 Sustainability Report, pg. 26.
305-4	GHG emissions intensity	Our GHG emissions intensity is based on revenue and includes our Scope 1 and 2 emissions. We emit 209 $MTCO_2e$ per million dollars revenue.
305-5	Reduction of GHG emissions	See the **Decarbonization and Renewable Energy Goals** section of our 2024 Sustainability Report, pg. 17.
305-6	Emissions of ozone-depleting substances	**onsemi** does not emit ozone-depleting substances.
305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
306-2	Management of significant waste-related impacts	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
306-3	Waste generated	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
306-4	Waste diverted from disposal	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
306-5	Waste directed to disposal	See the **Water and Waste Management** section of our 2024 Sustainability Report, pg. 32.
GRI 308: Suppler Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our **Social Compliance Commitment** through the **Supplier Handbook**. Furthermore, our top expenditure suppliers must sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with environmental criteria on a biennial basis.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for 2024.
GRI 401: Employment		
401-1	New employee hires and employee turnovers	See the **Our Employees** section of our 2024 Sustainability Report, pg. 41.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least of 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for **regional benefits summaries** and **our 2024 SEC Form 10-K**.
401-3	Parental leave	See our website for **regional benefits summaries** and **our 2024 SEC Form 10-K**.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 402: Labor/Management Relations		
402-1	Minimum notice period regarding operational changes	As applicable, we provide advance notice or change the contract mid-term by mutual consent in accordance with collective bargaining agreements and local requirements in the different countries where we operate. Belgium: as per legal provisions Czech Republic: as per legal provisions China: yes (manufacturing only) Japan: yes South Korea: n/a United States: yes Vietnam: no Taiwan: no France: as per legal provisions
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-2	Hazard identification, risk assessment and incident investigation	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPPA) to protect the privacy of all employees.
403-4	Worker participation, consultation and communication on occupational health and safety	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-5	Worker training on occupational health and safety	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-6	Promotion of worker health	We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits, including smoking, drinking and using drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an onsite gym facility. See the **Employee Compensation and Benefits** section of our 2024 Sustainability Report, pg. 47.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow strict standards to provide safe workplaces for employees around the world. Engineering controls such as adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on identified hazards. Additionally, personal protection equipment (PPE) is provided based on a job hazard analysis/risk analysis.
403-8	Workers covered by occupational health and safety management system	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-9	Work-related injuries	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.
403-10	Work-related ill health	See the **Environmental Health and Safety** section of our 2024 Sustainability Report, pg. 37.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	In 2024, our average hours of training per employee was about 3 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See the Learning and Development section of our 2024 Sustainability Report, pg. 45.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of eligible employees received and completed a performance appraisal between December 2023 and May 2024.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See the Our Employees and Corporate Governance sections of our 2024 Sustainability Report, pg. 41 and pg. 55.
405-2	Ratio of basic salary and renumeration of women to men	**onsemi** does not publicly disclose this information.
GRI 406: Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	**onsemi** cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to the right to freedom of association are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to child labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to forced labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third-party organizations for security personnel. In 2024, approximately 95 percent of our security personnel received training on our Human Rights Policy.
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	All of our global sites are involved with community engagement and development programs through our workplace giving program and employee volunteerism. To learn more about our community engagement efforts, see our **Giving Now** webpage and the **Impacting our Community Through Giving** section of our 2024 Sustainability Report, pg. 50.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual and potential negative impacts on local communities.
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our **Supplier Handbook**, which references our **Social Compliance Commitment**. Top suppliers (by spend) are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria on an annual basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.
GRI 415: Public Policy		
415-1	Political contributions	See the **Public Policy** section of our 2024 Sustainability Report, pg. 67.
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Except as described below, 100 percent of our products are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts. We have several special products which are not included in this declaration. They are used for military and air force applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material in order to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.

Climate Transition Plan

The elements of our climate transition plan are outlined by CDP's definition of a credible climate transition plan. The listed elements are key for our business to thrive in a 1.5˚C world.

Transition Plan Element	Details	Reference
Governance	Board-level oversight	See the Corporate Governance section of our 2024 Sustainability Report, pg. 55.
	Board expertise on climate-related issues	See the Corporate Governance section of our 2024 Sustainability Report, pg. 55.
	Executive management accountability and feedback mechanisms	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
	Executive incentives linked to climate performance indicators	See the Corporate Governance section of our 2024 Sustainability Report, pg. 55.
Strategy	Existence of a "1.5˚C world" aligned transition plan within business strategy and shareholder feedback	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
Scenario Analysis	Details of scenario analysis	See the Enterprise Risk Management and Business Continuity section of our 2024 Sustainability Report, pg. 57.
Financial Planning	Financial planning details associated with a 1.5˚C world	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
	Low carbon products or services	See the Product Stewardship section of our 2024 Sustainability Report, pg. 23.
Value Chain Engagement & Low-Carbon Initiatives	Value chain engagement	See the Annual Inventory of Energy Consumption and Emissions section of our 2024 Sustainability Report, pg. 26.
	Low carbon initiatives – direct operations	See the Annual Inventory of Energy Consumption and Emissions section of our 2024 Sustainability Report, pg. 26.
Policy Engagement	Alignment of public policy engagement with climate ambition and strategy	See the Public Policy section of our 2024 Sustainability Report, pg. 67.
Risks & Opportunities	Process for identifying climate-related risks and opportunities	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
	Climate-related risks – risks, potential financial impact and response strategy	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the TCFD section in the Appendix of our 2024 Sustainability Report, pg. 78.
Targets	Emission reduction targets – absolute and intensity	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17.
	Other climate-related targets	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17.
	Net zero targets	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17.
Scope 1, 2 & 3 Accounting, with Verification	Progress toward respective targets of Scope 1, 2 and 3 emissions	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17.
	Comprehensive and third-party verified emissions accounting	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report, pg. 17. See the Third-Party Assurance Statement in the Appendix of our 2024 Sustainability Report, pg. 99.

Glossary

This glossary is intended to help understand key sustainability terms and technical details used throughout this report. If additional terms require clarification, please refer to the relevant section of the report.

Technical Terms & Key Definitions

Baseline Emissions: The starting level of greenhouse gas emissions used for measuring reductions over time.

Carbon Dioxide Equivalent, CO_2e: A metric used to compare the emissions of different greenhouse gases based upon their global warming potential and expressed as equivalent impact to carbon dioxide.

Carbon Removal: The process of capturing and permanently storing atmospheric carbon dioxide.

Climate Scenario Analysis: A strategic approach to assessing potential future climate-related risks and opportunities.

Decarbonization: The process of reducing carbon dioxide and other greenhouse gas emissions.

Electrification: The transition from fossil fuel-based systems to electric-powered alternatives.

Energy Intensity: The amount of energy consumed per unit of output, such as revenue or production volume.

Fluorinated Gases: A gas containing fluorine that is used in semiconductor manufacturing, notable because it typically has high global warming potential.

GHG Protocol: A standardized framework for quantifying and reporting greenhouse gas emissions.

Global Warming Potential (GWP): Measure of how much heat a greenhouse gas traps in the atmosphere over a specific time period, relative to carbon dioxide.

Life Cycle Assessment (LCA): The analysis of environmental impacts associated with a product's entire life cycle.

Net Zero: Achieving a balance between greenhouse gas emissions that are emitted and removed from the atmosphere, typically across all scopes.

Renewable Energy Credits (RECs): The documented procurement of renewable energy, allowing a company to claim credit for its use.

Science-Based Targets: Greenhouse gas reduction targets, aligned with the goals of the Paris Agreement, limiting global warming to 1.5°C above pre-industrial levels. An official Science-Based Target has been validated by the Science Based Targets initiative (SBTi), a leading and credible third-party organization that advocates for climate action.

Scope 1 Emissions: Direct greenhouse gas emissions from owned or controlled sources, in alignment with the GHG Protocol.

Scope 2 Emissions: Indirect greenhouse gas emissions from purchased electricity, steam, heating, or cooling, in alignment with the GHG Protocol.

Scope 3 Emissions: Indirect greenhouse gas emissions that occur in a company's applicable value chain, in alignment with the GHG Protocol.

Supplier Engagement Program: An initiative to influence priority suppliers to set science-based targets and invest in carbon emission reductions.

Task Force on Climate-Related Financial Disclosures (TCFD): A framework for reporting climate-related risks and opportunities.

Triple-Bottom-Line: A sustainability framework that considers social (people), environmental (planet) and financial (profit) impacts.

Waste Diversion Rate: The percentage of waste that is recycled, reused, or otherwise kept out of landfills and incineration.

Detailed Descriptions of Charts

Scope 1 and 2 Near-Term Science-Based Target (SBT) Progress

We have a near-term science-based target to reduce our combined Scope 1 and 2 emissions by 58.8% by 2034, compared to our 2022 baseline. In 2022, our Scope 1 emissions were 1,014,800 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,500 metric tons of carbon dioxide equivalent, totaling to 1,728,300 for Scope 1 and 2 combined. In 2023, our Scope 1 emissions were 828,600 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 714,000 metric tons of carbon dioxide equivalent, totaling to 1,542,600 for Scope 1 and 2 combined. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 690,800 metric tons of carbon dioxide equivalent, totaling to 1,467,300 for Scope 1 and 2 combined.

Revenue

Our annual revenue and triple-bottom-line revenue are reported over a 3-year period, from 2022 to 2024. In 2024, our total revenue was $7,082 million, with $5,662 million identified as our triple-bottom-line revenue. In 2023, our total revenue was $8,253 million, with $6,524 million identified as our triple-bottom-line revenue. In 2022, our total revenue was $8,326 million, with $6,454 million identified as our triple-bottom-line revenue.

Revenue by Market

Our annual revenue is categorized into three end-markets: automotive, industrial and other. In 2024, 55 percent of our revenue came from automotive, 25 percent came from industrial and 20 percent came from other. In 2023, 52 percent of our revenue came from automotive, 28 percent came from industrial and 20 percent came from other. In 2022, 40 percent of our revenue came from automotive, 28 percent came from industrial and 32 percent came from other.

Revenue by Technology

Our annual revenue into three product technology streams: intelligent power, intelligent sensing and other. In 2024, 52 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 29 percent came from other. In 2023, 51 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 30 percent came from other. In 2022, 48 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 33 percent came from other.

Revenue by Region

Our annual revenue is categorized into five different regions: Hong Kong, Singapore, United Kingdom, the United States and other. In 2024, 25 percent of our revenue came from Hong Kong, 24 percent came from Singapore, 23 percent came from the United Kingdom, 19 percent came from the United States and 9 percent came from other. In 2023, 26 percent of our revenue came from Hong Kong, 24 percent came from Singapore, 21 percent came from the United Kingdom, 19 percent came from the United States and 10 percent came from other. In 2022, 28 percent of our revenue came from Hong Kong, 26 percent came from Singapore, 18 percent came from the United Kingdom, 17 percent came from the United States and 11 percent came from other.

Revenue by Sales Channel

Our annual revenue is categorized into two sales channels: direct customers and distributors. In 2024, 47 percent of our revenue came from direct customers and 53 percent came from distributors. In 2023, 48 percent of our revenue came from direct customers and 52 percent came from distributors. In 2022, 42 percent of our revenue came from direct customers and 58 percent came from distributors.

Scope 1 and 2 Near-Term Science-Based Target Progress

We have a near-term science-based target to reduce our combined Scope 1 and 2 emissions by 58.8% by 2034, compared to our 2022 baseline. In 2022, our Scope 1 emissions were 1,014,800 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,500 metric tons of carbon dioxide equivalent, totaling to 1,728,300 for Scope 1 and 2 combined. In 2023, our Scope 1 emissions were 828,60000 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 714,000 metric tons of carbon dioxide equivalent, totaling to 1,542,600 for Scope 1 and 2 combined. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 690,800 metric tons of carbon dioxide equivalent, totaling to 1,467,300 for Scope 1 and 2 combined.

Scope 3 Near-Term Science-Based Target Progress

We have a near-term science-based target to reduce our Scope 3 emissions from fuel- and energy-related activities (FERA) by 35% by 2034, compared to our 2022 baseline. In 2022, our Scope 3 FERA emissions were 222,300 metric tons of carbon dioxide equivalent. In 2023, our Scope 3 FERA emissions were 237,700 metric tons of carbon dioxide equivalent. In 2024, our Scope 3 FERA emissions were 229,900 metric tons of carbon dioxide equivalent.

Scope 3 Supplier Engagement Target Progress

Our Scope 3 supplier engagement target is to have 71.3% of our suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, commit to science-based targets by 2029. In 2022, we had 10% of our suppliers by emissions commit to a science-based target. In 2023, we had 15% of our suppliers by emissions commit to a science-based target. In 2024, we had 35% of our suppliers by emissions commit to a science-based target.

2022 Baseline Emissions

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our Scope 1 baseline emissions were 1,014,800 metric tons of carbon dioxide equivalent, making up 26 percent of our total baseline emissions. Our Scope 2 baseline emissions were 713,500 metric tons of carbon dioxide equivalent, making up 19 percent of our total baseline emissions. Our total Scope 3 baseline emissions were 2,141,800 metric tons of carbon dioxide equivalent, making up 55 percent of our total baseline emissions.

Total Energy Consumption

Our total energy consumption in Megawatt-hours is reported over a 3-year period, from 2022 to 2024. In 2024, we consumed a total of 2,149,054 Megawatt-hours of energy. In 2023, we consumed a total of 2,206,910 Megawatt-hours of energy. In 2022, we consumed a total of 1,752,282 Megawatt-hours of energy.

Energy Intensity

Our energy intensity is reported over a 3-year period, from 2022 to 2024. Energy intensity is calculated by dividing total energy (in Megawatt-hours) by annual revenue (in million dollars). In 2024, our energy intensity was 303. In 2023, our energy intensity was 267. In 2022, our energy intensity was 210.

2024 Emissions

We track our Scope 1, 2 and 3 emissions annually. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent, making up 32 percent of our total 2024 emissions. Our Scope 2 emissions were 705,200 metric tons of carbon dioxide equivalent, making up 29 percent of our total 2024 emissions. Our total Scope 3 baseline emissions were 952,200 metric tons of carbon dioxide equivalent, making up 39 percent of our total 2024 emissions.

Scope 1 Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 830,200 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 1,016,800 metric tons of carbon dioxide equivalent.

Scope 2 Emissions

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 727,500 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 727,100 metric tons of carbon dioxide equivalent.

Detailed Descriptions of Charts

Scope 3 Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, our total Scope 3 emissions were 952,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 591,600 metric tons of carbon dioxide equivalent, Category 2 emissions were 26,000 metric tons of carbon dioxide equivalent, Category 3 emissions were 234,100 metric tons of carbon dioxide equivalent, Category 4 emissions were 52,100 metric tons of carbon dioxide equivalent and 'Other' category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,568,500 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,500 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,100 metric tons of carbon dioxide equivalent, Category 3 emissions were 241,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,100 metric tons of carbon dioxide equivalent and 'Other' category emissions were 71,100 metric tons of carbon dioxide equivalent. In 2022, our total Scope 3 emissions were 2,146,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,414,900 metric tons of carbon dioxide equivalent, Category 2 emissions were 102,700 metric tons of carbon dioxide equivalent, Category 3 emissions were 226,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 326,600 metric tons of carbon dioxide equivalent and 'Other' category emissions were 75,300 metric tons of carbon dioxide equivalent.

Total Scope 1 GHG Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 830,200 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 1,016,800 metric tons of carbon dioxide equivalent.

Scope 1 Emissions Intensity

Our Scope 1 emissions intensity is reported over a 3-year period, from 2022 to 2024. Scope 1 emissions intensity is calculated by dividing total Scope 1 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2024, our Scope 1 emissions intensity was 110. In 2023, our Scope 1 emissions intensity was 101. In 2022, our Scope 1 emissions intensity was 122.

Scope 1 Emissions by Gas Type

Our Scope 1 emissions by gas type are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted 77,000 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 38,400 metric tons of carbon dioxide equivalent of nitrous oxide, 158,900 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 75,600 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 32,500 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 320,000 metric tons of carbon dioxide equivalent of perfluorocarbons and 74,100 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2023, we emitted 83,600 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 30,500 metric tons of carbon dioxide equivalent of nitrous oxide, 172,000 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 73,900 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 39,000 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 378,900 metric tons of carbon dioxide equivalent of perfluorocarbons and 50,600 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2022, we emitted 90,800 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 31,800 metric tons of carbon dioxide equivalent of nitrous oxide, 195,400 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 122,000 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 44,800 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 470,500 metric tons of carbon dioxide equivalent of perfluorocarbons and 61,500 metric tons of carbon dioxide equivalent of heat transfer fluids.

Total Scope 2 GHG Emissions

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 727,500 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 727,100 metric tons of carbon dioxide equivalent.

Scope 2 Emissions Intensity

Our Scope 2 emissions intensity is reported over a 3-year period, from 2022 to 2024. Scope 2 emissions intensity is calculated by dividing total Scope 2 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2024, our Scope 2 emissions intensity was 100. In 2023, our Scope 2 emissions intensity was 88. In 2022, our Scope 2 emissions intensity was 87.

Total Scope 3 GHG Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, our total Scope 3 emissions were 952,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 591,600 metric tons of carbon dioxide equivalent, Category 2 emissions were 26,000 metric tons of carbon dioxide equivalent, Category 3 emissions were 234,100 metric tons of carbon dioxide equivalent, Category 4 emissions were 52,100 metric tons of carbon dioxide equivalent and 'Other' category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,568,500 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,500 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,100 metric tons of carbon dioxide equivalent, Category 3 emissions were 241,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,100 metric tons of carbon dioxide equivalent and 'Other' category emissions were 71,100 metric tons of carbon dioxide equivalent. In 2022, our total Scope 3 emissions were 2,146,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,414,900 metric tons of carbon dioxide equivalent, Category 2 emissions were 102,700 metric tons of carbon dioxide equivalent, Category 3 emissions were 226,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 326,600 metric tons of carbon dioxide equivalent and 'Other' category emissions were 75,300 metric tons of carbon dioxide equivalent.

Scope 3 Emissions Intensity

Our Scope 3 emissions intensity is reported over a 3-year period, from 2022 to 2024. Scope 3 emissions intensity is calculated by dividing total Scope 3 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2024, our Scope 3 emissions intensity was 134. In 2023, our Scope 3 emissions intensity was 190. In 2022, our Scope 3 emissions intensity was 258.

Applications of Water Use at Manufacturing Sites

At **onsemi** manufacturing sites, water consumption has a general application distribution of 7 percent for domestic uses, 41 percent for industrial uses and 52 percent for production uses.

Detailed Descriptions of Charts

Total Waste Generated (Hazardous and Non-Hazardous)

Our total waste generation, comprised of both hazardous and non-hazardous waste, is reported over a 3-year period, from 2022 to 2024. In 2024, we generated a total of 27,815 metric tons of waste, where 11,060 metric tons had been hazardous waste and 16,755 metric tons had been non-hazardous waste. In 2023, we generated a total of 30,672 metric tons of waste, where 9,992 metric tons had been hazardous waste and 20,680 metric tons had been non-hazardous waste. In 2022, we generated a total of 25,897 metric tons of waste, where 8,974 metric tons had been hazardous waste and 16,923 metric tons had been non-hazardous waste.

Total Waste Generated (Diverted from Disposal and Directed to Disposal)

Our total waste generation, categorized by diverted from disposal and directed to disposal, is reported over a 3-year period, from 2022 to 2024. In 2024, we generated a total of 27,815 metric tons of waste, where 18,213 metric tons had been diverted from disposal and 16,755 metric tons directed to disposal. In 2023, we generated a total of 30,672 metric tons of waste, where 21,589 metric tons had been diverted from disposal and 9,083 metric tons directed to disposal. In 2022, we generated a total of 25,897 metric tons of waste, where 18,102 metric tons had been diverted from disposal and 7,795 metric tons directed to disposal.

Waste Generation Intensity

Our waste generation intensity is reported over a 3-year period, from 2022 to 2024. Waste generation intensity is calculated by dividing total waste generated (in metric tons) by annual revenue (in million dollars). In 2024, our waste generation intensity was 3.93. In 2023, our waste generation intensity was 3.72. In 2022, our waste generation intensity was 3.11.

Total Waste Directed to Disposal

Our total waste, both hazardous and non-hazardous waste, directed to disposal is reported over a 3-year period, from 2022 to 2024. In 2024, we directed a total of 9,602 metric tons of waste, with 7,056 metric tons being hazardous waste and 2,546 metric tons being non-hazardous waste, to disposal. In 2023, we directed a total of 9,083 metric tons of waste, with 6,336 metric tons being hazardous waste and 2,747 metric tons being non-hazardous waste, to disposal. In 2022, we directed a total of 7,795 metric tons of waste, with 5,374 metric tons being hazardous waste and 2,421 metric tons being non-hazardous waste, to disposal.

Total Waste Diverted from Disposal

Our total waste, both hazardous and non-hazardous waste, diverted from disposal is reported over a 3-year period, from 2022 to 2024. In 2024, we diverted a total of 18,213 metric tons of waste from disposal, with 4,004 metric tons being hazardous waste and 14,209 metric tons being non-hazardous waste. In 2023, we diverted a total of 21,589 metric tons of waste from disposal, with 3,656 metric tons being hazardous waste and 17,933 metric tons being non-hazardous waste. In 2022, we diverted a total of 18,102 metric tons of waste from disposal, with 3,600 metric tons being hazardous waste and 14,502 metric tons being non-hazardous waste.

Total Waste Diversion Rate

Our total waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our total waste diversion rate was 65 percent. In 2023, our total waste diversion rate was 70 percent. In 2022, our total waste diversion rate was 70 percent.

Hazardous Waste Diversion Rate

Our hazardous waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our hazardous waste diversion rate was 36 percent. In 2023, our hazardous waste diversion rate was 37 percent. In 2022, our hazardous waste diversion rate was 40 percent.

Non-Hazardous Waste Diversion Rate

Our non-hazardous waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our non-hazardous waste diversion rate was 85 percent. In 2023, our non-hazardous waste diversion rate was 87 percent. In 2022, our non-hazardous waste diversion rate was 86 percent.

Total Recordable Incident Rate (TRIR)

The average Total Recordable Incident Rate (TRIR) for the semiconductor industry is 1.1. In 2024, **onsemi's** TRIR was 0.15, which falls well below the industry average.

Total Global Workforce

Our total global workforce is reported over a 3-year period, from 2022 to 2024. In 2022, our total global workforce was comprised of 32,366 employees. In 2023, our total global workforce was comprised of 28,982 employees. In 2024, our total global workforce was comprised of 26,473 employees.

Workforce by Region

Our workforce is categorized by four regions: Asia Pacific (APAC) (excluding Japan); Japan; Europe, Middle East, Africa (EMEA); and North America. In 2024, 18,282 employees were located in the APAC region, which makes up 69 percent of the total workforce. 767 employees were located in Japan, which makes up 3 percent of the total workforce. 3,354 employees were located in the EMEA region, which makes up 13 percent of the total workforce. 4,070 employees were located in North America, which makes up 15 percent of the total workforce.

Third-Party Assurance Statement

APEX

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Semiconductor Components Industries, LLC (SCI d/b/a "**onsemi**") for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of **onsemi**. **onsemi** is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of verification are less extensive in nature, timing and extent than in a reasonable level of verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
  - Emissions associated with refrigerant losses in building cooling systems

Types of GHGs: CO_2, N_2O, CH_4, NF_3, SF_6, HFCs, PFCs

GHG Emissions Statement:

- **Scope 1:** 776,500 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 705,200 metric tons of CO_2 equivalent
- **Scope 3:**
  - Category 1 – Purchased Goods and Services: 591,600 metric tons of CO_2 equivalent
  - Category 2 – Capital Goods: 26,000 metric tons of CO_2 equivalent
  - Category 3 – Fuel and Energy Related Activities (well-to-tank [WTT] emissions for diesel, motor gasoline, fuel oil, liquified petroleum gas and natural gas; emissions for WTT electricity generation and WTT electricity transmission and distribution losses): 234,100 metric tons of CO_2 equivalent
  - Category 4 – Upstream Transportation and Distribution: 52,100 metric tons of CO_2 equivalent
  - Category 5 – Waste Generated in Operations: 8,000 metric tons of CO_2 equivalent
  - Category 6 – Business Travel: 19,500 metric tons of CO_2 equivalent
  - Category 7 – Employee Commuting: 20,900 metric tons of CO_2 equivalent
  - Category 8 – Upstream Leased Assets: Less than one percent of verified Scope 3 emissions[1]

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

[1] Verified Scope 3 emissions is the sum of Scope 3 categories 1 through 8: Purchased Goods and Services, Capital Goods, Fuel and Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting and Upstream Leased Assets.

APEX

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- IPCC Guidelines for Electronics Manufacturing 2019 - Tier 2c Method - Emission Factors
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2025
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
  - Emission factors from DEFRA's 2021 Conversion Factors dataset (released June 2, 2021) are used for the calculation of Scope 3 Fuel and Energy Related Activities emissions for WTT electricity generation and WTT electricity transmission and distribution losses
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024
- CDP 2024 Supply Chain Scope 3 Report
- Global Logistics Emissions Council Framework v3.1, March 2025

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of **onsemi**;
- Review of documentary evidence produced by **onsemi**;
- Review of **onsemi** data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions;
- In-person site visits to **onsemi's** CZ-2 and CZ-4 manufacturing facilities located in Rožnov pod Radhoštěm, Czechia; and
- Audit of sample of data used by **onsemi** to determine GHG emissions.

APEX

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that **onsemi** has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with **onsemi**, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Megan O'Neil, Lead Verifier	Trevor Donaghu, Technical Reviewer
ESG Program Manager	ESG Director
Apex Companies, LLC	Apex Companies, LLC
Atlanta, Georgia	Pleasant Hill, California

May 1, 2025

*This verification opinion declaration, including the opinion expressed herein, is provided to **onsemi** and is solely for the benefit of **onsemi** in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.*

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